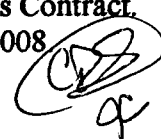



MEMORANDUM OF AGREEMENT
Between
University of Massachusetts, Dartmouth
And
AFSCME, Local 507

1. Increase Article 18, Section 2.B. Health & Welfare contribution by \$1.00 effective January 1, 2008.
2. Reopen negotiations for a successor Agreement on January 2, 2008.
3. All Job Titles and Grades to be listed in the Agreement as Appendix G.
4. Return rights under Article 19, Section 4.C., changed from 30 to 45 days.
5. Article 17 Salary increase: 3% effective July 8, 2007.
6. Eligibility for the salary increase shall be limited to active employees on the effective date, including those who leave due to retirement, deceased, laid off, transfer to another UMass campus, or on an approved leave. Individuals who are terminated for cause or resign shall not be eligible.
7. Seniority shall be defined in accordance with the settlement language in the Memorandum of Agreement dated April 18, 2007:

“For purposes of computing seniority under Article 20, a break in service due to approved military, maternity or industrial accident leave shall not constitute a break in continuous service of a unit member.
For purposes of computing seniority under Article 20, a unit member who is laid off from employment and who is recalled to his/her position shall have the period of his/her continuous service reduced by the amount of time that the period of layoff exceeds three months.”
8. Side Letter on Promotion/Demotion Factor modified to increase the promotion factor to 1.07.
9. Upon execution of this agreement, the parties will, jointly with other UMass Dartmouth campus unions, engage in discussions on a paid parking system that will lead to an agreement. Upon conclusion of an agreement on a paid parking system, the campus agrees to continue to fund the Training Fund Side Letter during this Contract.
10. Article 39, Duration, shall be from July 1, 2007 through June 30, 2008

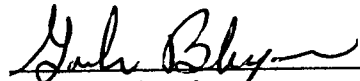

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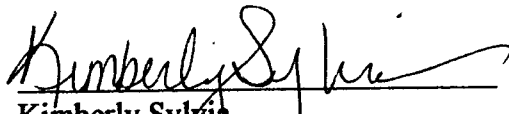
Agreement between the University of Massachusetts Dartmouth and the American Federation of State, County and Municipal Employees, Council 93, Local 507, AFL-CIO

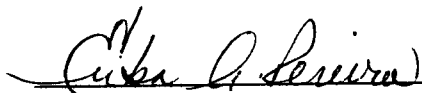
Signed this 25th day of October, 2007


For the Union:


Gordon Blaquiere
Chief Negotiator


Jo-Ann Cooley
President, AFSCME Local 507


Kimberly Sylvia
Vice President, AFSCME Local 507


Erika Pereira
Secretary, AFSCME Local 507

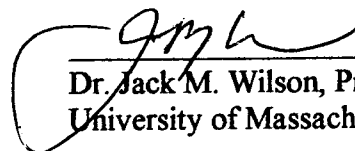

Charlotte Thomas
Treasurer, AFSCME Local 507

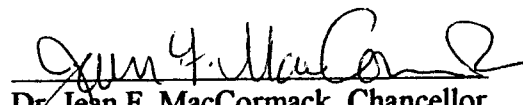

Christine Carreiro
E-Board, AFSCME Local 507

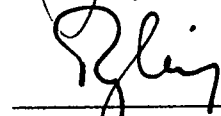

Diane Cruz
E-Board, AFSCME Local 507

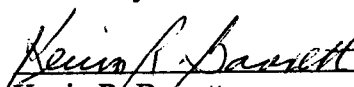

Cheryl Bednarik
E-Board, AFSCME Local 507

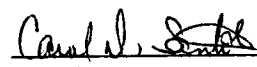
For the University:

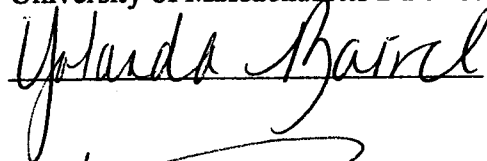

Dr. Jack M. Wilson, President
University of Massachusetts

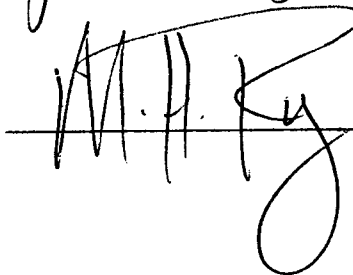

Dr. Jean F. MacCormack, Chancellor
University of Massachusetts Dartmouth


Roy S. Milbury
Director of Labor Relations
University of Massachusetts


Kevin R. Barrett
Associate Director for Human Resources
University of Massachusetts


Carol D. Santos
Deputy Director of Human Resources
University of Massachusetts Dartmouth





Current AFSCME bargaining unit titles

JOB TITLE	JOB CODE	JOB GRADE
Accountant II	16X11	16
Accountant III	18X05	18
Administrative Assistant I	15X01	15
Administrative Assistant II	17X05	17
Administrative Secretary I	15X20	15
Administrative Secretary II	17X20	17
Asst Manager Computer Ops	19X02	19
Bookkeeper I	09X12	09
Bookkeeper II	12X11	12
Buyer I	15X02	15
Clerk III	11X03	11
Clerk IV	13X07	13
EDP Computer Op Supervisor	22X04	22
EDP Entry Operator II	10X04	10
EDP Entry Operator III	12X03	12
EDP Entry Operator IV	14X05	14
EDP Programmer I	14X06	14
EDP Programmer II	16X04	16
EDP Systems Analyst I	18X02	18
EDP Systems Analyst II	20X03	20
EDP Systems Analyst IV	24X01	24
Librarian I	16X08	16
Library Assistant II	12X20	12
Library Assistant III	14X24	14
Mail Clerk III	13X34	13
Reproduction Svc Supervisor	17X11	17
Typist II	09X16	09

APPENDIX A-1

University of Massachusetts Dartmouth
 Schedule of Salary Rates - AFSCME as of July 8, 2007 - 3%

Job Grade	Step 1 Weekly	Step 2 Weekly	Step 3 Weekly	Step 4 Weekly	Step 5 Weekly	Step 6 Weekly	Step 7 Weekly	Step 8 Weekly	Step 9 Weekly	Step 10 Weekly	Step 11 Weekly	Step 12 Weekly	Step 13 Weekly	Step 14 Weekly
1	\$414.67	\$422.23	\$429.92	\$437.74	\$445.71	\$453.84	\$462.12	\$470.52	\$479.10	\$487.84	\$497.58	\$507.52	\$517.67	\$528.02
2	\$422.88	\$430.42	\$438.14	\$445.97	\$453.94	\$462.07	\$470.34	\$478.75	\$487.32	\$496.02	\$505.94	\$516.06	\$526.37	\$536.89
3	\$429.78	\$438.29	\$446.97	\$455.82	\$464.84	\$474.06	\$483.44	\$493.03	\$502.79	\$512.76	\$523.01	\$533.47	\$544.13	\$555.00
4	\$441.86	\$450.41	\$459.09	\$467.94	\$477.00	\$486.19	\$495.59	\$505.15	\$514.91	\$524.84	\$535.33	\$546.04	\$556.95	\$568.08
5	\$449.47	\$458.72	\$468.14	\$477.76	\$487.55	\$497.56	\$507.80	\$518.21	\$528.87	\$539.71	\$550.49	\$561.50	\$572.72	\$584.17
6	\$466.19	\$475.38	\$484.80	\$494.36	\$504.14	\$514.10	\$524.27	\$534.63	\$545.20	\$555.98	\$567.09	\$578.43	\$589.99	\$601.79
7	\$477.81	\$487.90	\$498.17	\$508.69	\$519.43	\$530.40	\$541.61	\$553.04	\$564.70	\$576.64	\$588.18	\$599.93	\$611.92	\$624.16
8	\$489.06	\$499.96	\$511.09	\$522.46	\$534.09	\$546.00	\$558.17	\$570.60	\$583.30	\$596.30	\$608.22	\$620.39	\$632.80	\$645.44
9	\$507.80	\$519.69	\$531.84	\$544.29	\$557.06	\$570.11	\$583.45	\$597.11	\$611.09	\$625.42	\$637.91	\$650.67	\$663.69	\$676.96
10	\$527.61	\$540.26	\$553.22	\$566.49	\$580.08	\$593.98	\$608.25	\$622.84	\$637.76	\$653.07	\$666.13	\$679.45	\$693.02	\$706.88
11	\$546.12	\$559.90	\$574.04	\$588.54	\$603.40	\$618.63	\$634.25	\$650.26	\$666.67	\$683.50	\$697.17	\$711.09	\$725.31	\$739.82
12	\$570.34	\$584.87	\$599.73	\$614.99	\$630.63	\$646.66	\$663.10	\$679.97	\$697.24	\$714.99	\$729.29	\$743.87	\$758.73	\$773.90
13	\$602.45	\$617.81	\$633.56	\$649.72	\$666.28	\$683.26	\$700.70	\$718.53	\$736.86	\$755.64	\$770.76	\$786.16	\$801.88	\$817.91
14	\$627.64	\$645.50	\$663.90	\$682.84	\$702.28	\$722.32	\$742.89	\$764.07	\$785.86	\$808.25	\$824.41	\$840.88	\$857.69	\$874.84
15	\$659.30	\$678.71	\$698.70	\$719.26	\$740.43	\$762.21	\$784.64	\$807.74	\$831.51	\$856.02	\$873.12	\$890.60	\$908.41	\$926.57
16	\$694.97	\$716.13	\$737.93	\$760.39	\$783.53	\$807.37	\$831.93	\$857.26	\$883.35	\$910.23	\$928.44	\$946.99	\$965.92	\$985.24
17	\$736.86	\$758.89	\$781.55	\$804.92	\$828.96	\$853.74	\$879.26	\$905.53	\$932.61	\$960.48	\$979.68	\$999.27	\$1,019.24	\$1,039.63
18	\$772.13	\$795.57	\$819.73	\$844.62	\$870.27	\$896.71	\$923.94	\$951.98	\$980.91	\$1,010.68	\$1,030.92	\$1,051.51	\$1,072.53	\$1,093.98
19	\$812.09	\$837.02	\$862.71	\$889.22	\$916.51	\$944.64	\$973.63	\$1,003.55	\$1,034.35	\$1,066.11	\$1,087.43	\$1,109.17	\$1,131.34	\$1,153.96
20	\$855.71	\$881.49	\$908.01	\$935.35	\$963.50	\$992.50	\$1,022.37	\$1,053.14	\$1,084.84	\$1,117.48	\$1,139.83	\$1,162.63	\$1,185.87	\$1,209.58
21	\$895.51	\$922.89	\$951.09	\$980.15	\$1,010.13	\$1,040.99	\$1,072.82	\$1,105.64	\$1,139.43	\$1,174.26	\$1,197.75	\$1,221.68	\$1,246.11	\$1,271.02
22	\$939.95	\$968.87	\$998.70	\$1,029.44	\$1,061.13	\$1,093.78	\$1,127.44	\$1,162.15	\$1,197.93	\$1,234.79	\$1,259.49	\$1,284.68	\$1,310.36	\$1,336.56
23	\$988.09	\$1,017.88	\$1,048.55	\$1,080.15	\$1,112.71	\$1,146.22	\$1,180.78	\$1,216.37	\$1,253.01	\$1,290.79	\$1,316.60	\$1,342.91	\$1,369.77	\$1,397.16
24	\$1,032.77	\$1,063.97	\$1,096.10	\$1,129.23	\$1,163.32	\$1,198.46	\$1,234.67	\$1,271.96	\$1,310.40	\$1,349.99	\$1,376.98	\$1,404.51	\$1,432.60	\$1,461.24
25	\$1,077.44	\$1,110.21	\$1,143.96	\$1,178.71	\$1,214.57	\$1,251.48	\$1,289.53	\$1,328.74	\$1,369.14	\$1,410.77	\$1,438.97	\$1,467.75	\$1,497.10	\$1,527.04
26	\$1,117.23	\$1,151.38	\$1,186.57	\$1,222.85	\$1,260.24	\$1,298.76	\$1,338.44	\$1,379.37	\$1,421.51	\$1,464.99	\$1,494.27	\$1,524.16	\$1,554.63	\$1,585.71