Memorandum of Agreement Successor Collective Bargaining Agreement University of Massacher Local 25

This agreem and is be and the International Rentberhord of Tsensy by Mussian and the International Rentberhord of Tsensy texed or (Rethater onion per collectively the "parties" and contains the following terms are presented as the following terms are terms and contains the following terms are terms and contains the following terms are terms are terms and contains the following terms are te

The parties nave reaches a gradient of the parties will as normalized for the parties will be appeared to the following charge will be appeared to th

Article 12 - Employee Compensation

- Modify Article 12 to reflect the following:
- 1. Salary Increases

Subject to the eligibility requirements contained in section 2 below, salary increases shall be as follows:

- a. Effective the state of the first full pay pended in July 2002311, E.J. 1973 (2002), and the state of th
- b. Effective the characteria in the first of the instantian of a least "Successful" on his or her most recent performance evaluation shall receive a base salary increase of the percent (4.07%).

2. To be eligible to: on a light to bases increase concarted in paragraph

be off the payron, menuoning any authorized reave of absences, on the effective date of such salary increase and either a) on the payroll during the pay period increase and either a of such salary increases after the effective date of such salary increases

Employees who leave the united in the payroll, excepted provide a first salary increases are implemented, are not eligible for the increase or any increase or any increases are implemented.

3. Classification/Adjustment Pool

A Classification/Adjustment Pool equation for less than firld in the bayening with members. The established. A pro rata amount shall be utilized for less than firld in the bayening switcher the distribution of the Classification/Adjustment Pools as agreed to by the Praintes, as as the work of the classification of the classifica

1.	Effective the start of the and the properties in vary 2020 (10, out	
	Effective the start of the deal in the portion in vary 2025 (no., with implementation of any base select increase identified above Start in of Salar and	
	13E, and 14r, shan be eminimized and the rew step 7 shan be to the set of the	59 7 8
2.	The Settlement Agreement between the Parties dated April 24, 2022, addressing holiday weekting sint differentiating pay, such remaining prevene the prophic for the prophic fo	
- 92 ⁰	Article 10, Section 1 of the collective bargain member of the bargaining unit renders service on a Monday or Friday that is record.	
3.	The remainder of the fund	arns 1

Executed and an Charles of May May 2023

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