

**Memorandum of Understanding**

**In the matter of**

**SUOAF-AFSCME Local 2836 Council 4 AFL-CIO  
And  
Connecticut Board of Regents for Higher Education**


**REGARDING ELIGIBILITY FOR MERIT PAY CONSIDERATION**

The parties to this Memorandum of Understanding (herein after referred to as the "MOU") are SUOAF-AFSCME Local 2836 Council 4 AFL-CIO (herein after referred to as the "Union") and Connecticut Board of Regents for Higher Education (herein after referred to as "BOR") hereby agree to the following terms and conditions:

1. Article 29.4 of the Collective Bargaining Agreement between the Union and the BOR provides for Merit Increases to be awarded to recognize significant contributions to the institution, and Article 29.4.1 states that "... those members receiving an overall "excellent" rating on their most current evaluation may be recommended to the President for merit increases ..."
2. The parties believe that some university campuses may be misinterpreting the application of this language and considering only those bargaining unit members evaluated in the current year.
3. The purpose of this MOU is to clarify both the interpretation and application of the phrase "most current evaluation" between the Union and the BOR.
4. The parties to this MOU agree that the term "most current evaluation" in Article 29.4 shall be understood to mean the last evaluation given to the member; whether that be in the current year, or for members who hold continuing appointment and are reviewed biennially, it may be the prior year that they were evaluated.

  
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SUOAF-AFSCME Local President

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Date

  
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AFSCME Council 4, AFL-CIO

11/3/14  
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Date

  
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Board of Regents for Higher Ed.

11/3/14  
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Date