MEMORANDUM OF AGREEMENT
By and between AFSCME Council 93 Local 1067 and
The Board of Higher Education

This Agreement is made by and between the American Federation of State, County and
Municipal Employees Council 93/Local 1067 (Union) and the Board of Higher Education (BHE)
as employer of record for employees at the Massachusetts State Universities and Community
Colleges on this 10th day of October 2018.

Whereas, the BHE and Union are parties to a Tentative Agreement dated October 10, 2018
(Tentative Agreement) for a successor collective bargaining agreement covering the period July
1, 2017 to June 30, 2020 (Agreement); and

Whereas, the Union and BHE are cognizant of increases to the cost of equipment, clothing and
training and certifications utilized by Campus Police Officer unit members of the Union while
performing their duties and the parties desire to address the same so that the burden of the
increases will not fall on the employees; and

Whereas, the Union and BHE are desirous of improving upon their existing harmonious
relationship during the term of the Agreement;

Now therefore, the parties agree as follows:

1. Clothing Allowance

   The clothing allowance provided for in Section 4 of the Agreement’s Section O is
   increased as follows:

   Effective July 1, 2018-$950.00

2. Annual Training

   The yearly stipend for campus police officers who are EMT certified provided for in
   Section 3 of the Agreement’s Appendix O are increased as follows:

   Effective July 1, 2017- $775.00

3. This Memorandum of Agreement is contingent upon the ratification of the Tentative
   Agreement and the Agreement by the membership of the Union. In the event the
   Tentative Agreement and Agreement are not ratified by the membership of the Union,
   then this Memorandum of Agreement shall be void and of no force or legal effect.

4. This Agreement shall be for a period from the date of the ratification of the Tentative
   Agreement and Agreement to June 30, 2020. This Memorandum of Agreement shall
   remain in full force and effect until a successor collective bargaining agreement to the
Agreement is executed or an impasse in negotiations on a successor agreement is reached.

For AFSCME Council 43, Local 1067
By: ______________________

FOR BHE
By: ______________________

By: ______________________

By: ______________________
MEMORANDUM OF AGREEMENT
By and between AFSCME Council 93 Local 1067 and
The Board of Higher Education

This Agreement is made by and between the American Federation of State, County and Municipal Employees Council 93/Local 1067 (Union) and the Board of Higher Education (BHE) as employer of record for employees at the Massachusetts State Universities and Community Colleges on this 10th day of October 2018.

Whereas, the BHE and Union are parties to a Tentative Agreement dated October 10, 2018 (Tentative Agreement) for a successor collective bargaining agreement covering the period July 1, 2017 to June 30, 2020 (Agreement); and

Whereas, the Union and BHE are cognizant of increases to the cost of reimbursable meals and/food consumed by bargaining unit members while performing their duties and the parties desire to address the same so that the burden of the increases will not fall on the employees; and

Whereas, the Union and BHE are desirous of improving upon their existing harmonious relationship during the term of the Agreement;

Now therefore, the parties agree as follows:

1. Employee Expenses

A. The reimbursement rates provided for in the Article 15 Section 2 A of the parties' Agreement are increased as follows:

<table>
<thead>
<tr>
<th>Meals</th>
<th>Maximum Allowance</th>
<th>Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakfast</td>
<td>$8.00</td>
<td>3:00 a.m. to 8:59 a.m.</td>
</tr>
<tr>
<td>Lunch</td>
<td>$12.50</td>
<td>9:00 a.m. to 2:59 p.m.</td>
</tr>
<tr>
<td>Dinner</td>
<td>$20.00</td>
<td>3:00 p.m. to 9:00 p.m.</td>
</tr>
</tbody>
</table>

The reimbursement rates in Article 15 Section 3 are increased as follows:

<table>
<thead>
<tr>
<th>Meals</th>
<th>Maximum Allowance</th>
<th>Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakfast</td>
<td>$8.00</td>
<td>3:00 a.m. to 8:59 a.m.</td>
</tr>
<tr>
<td>Lunch</td>
<td>$10.00</td>
<td>9:00 a.m. to 2:59 p.m.</td>
</tr>
<tr>
<td>Dinner</td>
<td>$15.00</td>
<td>3:00 p.m. to 8:59 p.m.</td>
</tr>
<tr>
<td>Midnight Snack</td>
<td>$8.00</td>
<td>9:00 p.m. to 2:59 a.m.</td>
</tr>
</tbody>
</table>

2. This Memorandum of Agreement is contingent upon the ratification of the Tentative Agreement and the Agreement by the membership of the Union. In the event the
Tentative Agreement and Agreement are not ratified by the membership of the Union, then this Memorandum of Agreement shall be void and of no legal effect.

3. This Agreement shall be for a period from the date of the ratification of the Tentative Agreement and Agreement to June 30, 2020. This Memorandum of Agreement shall remain in full force and effect until a successor collective bargaining agreement to the Agreement is executed or an impasse in negotiations on a successor agreement is reached.

For AFSCME Council 93, Local 1067

By: [Signature]

For BHE

By: [Signature]

By: ___________________________

By: ___________________________
MEMORANDUM OF AGREEMENT
By and between AFSCME Council 93 Local 1067 and
The Board of Higher Education

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Municipal Employees Council 93/Local 1067 (Union) and the Board of Higher Education (BHE)
as employer of record for employees at the Massachusetts State Universities and Community
Colleges on this 10th day of October 2018.

Whereas, the BHE and Union are parties to a Tentative Agreement dated October 10, 2018
(Tentative Agreement) for a successor collective bargaining agreement covering the period July
1, 2017 to June 30, 2020 (Agreement); and

Whereas, the Union and BHE are cognizant of the periodic need for supervisory authority on a
campus police shift staffed solely by unit members holding the rank of CPO I and are also
cognizant that employees performing supervisory functions should be compensated
commensurate with the responsibility entrusted to them as a temporary supervising officer; and

Whereas, the Union and BHE are desirous of improving upon their existing harmonious
relationship during the term of the Agreement;

Now therefore, the parties agree as follows:

1. Shift Lead

   On any given shift where there is more than one (1) CPO I on duty and there is no
   managerial (NUP or APA) or supervisory (CPO II or CPO III) employee on duty, the
   Colleges Chief of Police may designate a CPO I as a Shift Lead.

   If in the judgment of the Chief of Police there are two or more CPO I employees on duty
   who are approximately equally best qualified, then among such CPO I employees,
   preference shall be granted to the CPO I employee who has the most seniority in
   assigning a Shift Lead designation.

   In the event a Shift lead designation is made by the Chief of Police, the CPO I employee
   designated a Shift lead shall receive an additional two dollars ($2.00) per hour.

   In the event a CPO I employee is not designated as a Shift Lead, any CPO I employee on
duty shall not be required to perform any supervisory duties or responsibilities.
2. This Memorandum of Agreement is contingent upon the ratification of the Tentative Agreement and the Agreement by the membership of the Union. In the event the Tentative Agreement and Agreement are not ratified by the membership of the Union, then this Memorandum of Agreement shall be void and of no force or legal effect.

3. This Agreement shall be for a period from the date of the ratification of the Tentative Agreement and Agreement to June 30, 2020. This Memorandum of Agreement shall remain in full force and effect until a successor collective bargaining agreement to the Agreement is executed or an impasse in negotiations on a successor agreement is reached.

For AFSCME Council 93 Local 1047
By: [Signature]

By: [Signature]

FOR BHE
By: [Signature]

By: [Signature]