

THIRD MEMORANDUM OF UNDERSTANDING

The parties hereby agree to the following modifications of the collective bargaining agreement between Emerson College and Service Employees International Union, Local 888 effective May 31, 2018 and dated June 15, 2018.

Due to timeline delays in the rollout of the College's new employment software and both parties recognizing the importance of not rushing the process, the parties agree that effective upon the execution of this Memorandum by both parties, Article 18 (A, B, C) "Performance Evaluation," reproduced below, will be amended by substituting the following language.

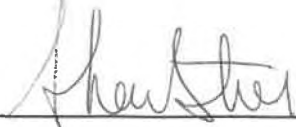
18. Performance Evaluation

A. The annual performance evaluation assesses the employee's performance measured against the articulated goals and job duties assigned or outlined in the employee's Position Description. In addition, the evaluation may, but is not required to, take into account work that may not be specifically listed in the Position Description. The current process will stay in place for, the review periods of July 1, 2017 - June 30, 2018, July 1, 2018 - June 30, 2019, and July 1, 2019 - June 30, 2020.

B. The parties agree that the process is of mutual concern to both management and the employees. It is important that employees have confidence in the process. Accordingly, Human Resources will work to develop a new performance management process. A committee comprising representatives of Human Resources, SEIU- represented staff and non-represented staff will collaborate with the HR team, give feedback, and contribute to the development of the performance management process. Human Resources will decide on the size of the Committee; the Union will have representation on the Committee proportional to the percentage of unit members to the non-faculty staff at the College (at least one union member). The committee will begin to meet by December 1, 2019 and at reasonable times determined by Human Resources. Any bargaining unit member who participates will receive paid release time for such committee work. The College will retain final approval of the performance management process following consideration of the Committee's recommendations. The new process will be introduced to staff by June 30, 2020 to be in effect for the performance period July 1, 2020 - June 30, 2021.

C. As part of the final performance management process, staff will be able to provide documented feedback to managers that will be considered in the manager's annual review.

EMERSON COLLEGE




Shari Stier

Senior Associate Vice President for
Human Resources

Date: 10/15/19

EMERSON STAFF UNION



Dennis Levine

Chairman

Date: 10/15/19