



Annual NUPP Salary Increase Guide for Managers and Employees

U Mass Chan Medical School's annual increases typically implemented in the month of July when approved have the following eligibility criteria.

- An employee must have been hired by the last day of the previous year (12/31).
- An employee must also be an active employee on the effective date of the increase.
- A completed and signed performance appraisal must be on file with Human Resources reflecting the performance of the current performance period (annual). Employees rated as a "Does Not Meet" are not eligible for the increase.
- All employees covered by a Collective Bargaining Agreement (union contract), postdoctoral associates; dual doc's; faculty on a single contract; interns; students; temporary employees and per diem staff (8 hours a week of work) are not eligible for the increase program. Salary increases for these groups, if applicable are based on the schedules indicated in their Collective Bargaining Agreements or based on the program schedules administered by their respective organizations.
- Employees on an authorized leave of absence who has worked a minimum of six months between January 1st to December 31st of the previous year are eligible for the increase upon return to active status from the leave.

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