

MEMORANDUM OF UNDERSTANDING

Supplement to the 2018-19 Full-Time Academic Advisors, Counselors, and Faculty Negotiated Agreement

The Metropolitan Community College Area (“College”) and the Metropolitan Community College Education Association (“Association”) hereby evidence their mutual understanding and agreement regarding the transfer of unpaid longevity funds to the Education Fund on a one-time basis during the 2018-19 contract year. Said transfer, as described below, will hereby amend the Collective Bargaining Agreement (“CBA”) between the Parties as set forth in this Memorandum of Understanding (“MOU”).

WHEREAS, the 2018-19 CBA contains a provision for the distribution of one-time longevity payments, based on years of service, to eligible bargaining unit members. Eligibility and longevity payment amounts for affected employees were determined in early April, 2018; and,

WHEREAS, the Parties have agreed that those current bargaining unit members who would have been eligible for a longevity payment but who separate from employment at the College in his or her current position at or before the end of the current appointment term will forfeit any such longevity payment; and,

WHEREAS, the terms and conditions controlling the Education Fund were negotiated by the Parties and incorporated in the CBA at Article XXV and Appendix F. The purpose of the Education Fund is to assist in paying tuition expenses incurred in the furtherance of bargaining unit members’ education. The sum of \$15,000 is allocated annually to the education fund, and unused funds do not carry over from year to year; and,

WHEREAS, the Parties have negotiated and agreed that previously determined but forfeited longevity payments will be added to the Education Fund for use over and above the \$15,000 allocated to the fund per Article XXV of the CBA during the 2018-19 fiscal year. Unused funds will not carry over from year to year.

THE PARTIES HEREBY AGREE AS FOLLOWS:

1. Following the Board of Governor’s approval of the reappointment lists for advisors, counselors, and faculty, Human Resources will send out individual Notices of Appointment to affected employees.
2. Bargaining unit members will have until Friday, May 4, 2018, to return their signed Notice of Appointment, indicating their intent to remain employed by the College during the 2018-19 appointment term, or to provide a written notification of their decision to separate from College employment effective at or before the end of the current appointment year.
3. After May 4, 2018, Human Resources will compile a list of individuals who would otherwise qualify to receive a longevity payment, but who will separate from employment at the College at or before the end of the appointment term, thereby forfeiting their

longevity payment. These forfeited longevity payments will be transferred to the Education Fund account for use during the 2018-19 fiscal year. This transfer will be in addition to the annual \$15,000 allocation of funds to the Education Fund by the College pursuant to Article XXV of the CBA. Unused funds will not carry over from year to year.

4. The intent of the Parties is that after the 2018-19 contract year, the Education Fund will revert to the annual \$15,000 allocation unless the parties have negotiated and agreed upon different terms.

ALL OTHER TERMS AND CONDITIONS IN THE CBA NOT INCONSISTENT WITH THIS MEMORANDUM OF UNDERSTANDING REMAIN UNCHANGED AND IN FULL FORCE AND EFFECT.

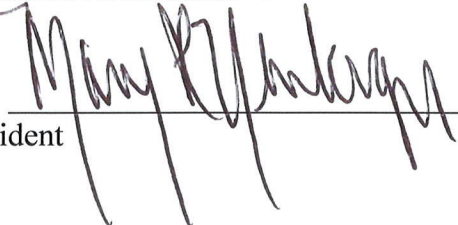
DATED this 26th day of April, 2018.

Metropolitan Community College Area

By: 

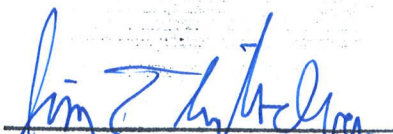
President

Metropolitan Community College
Education Association

By: 

President

Approved as to Form:



MCC General Counsel