Memorandum of Agreement

The parties in the Union College Union County, New Jersey, and Union County College (hereinafter as “College”)– Adjunct Faculty – AFT Local 2222 (hereinafter as “Association,” agree as follows:

1. Duration: This contract shall commence on September 1, 2022 and shall expire on August 30, 2025.
2. Salary:

a.) Effective September 1, 2022, the base salaries of the Association, shall be increased by **3.0%**.

b.) Effective September 1, 2023, the base salaries of the Association, shall be increased by **3.5%**.

c.) Effective September 1, 2024, the base salaries of the Association, shall be increased by **3.5%**.

d.) All increases are inclusive of increment, and retroactive to the date(s) listed above, when applicable.

e.) Salary Guides are to be mutually developed and agreed upon by both parties.

1. Article III – Rights of Bargaining Unit Members (H)(1):

Amend as follows in Professional Development Institute-

* Change “…a maximum of three (3) paid courses…” to **four (4)** paid courses.
1. Article III – Rights of Bargaining Unit Members NEW (I)(9):

Add as follows in Other Rights-

* “The College agrees to appoint one (1) Adjunct Faculty member to all relevant committees, **EXCEPT** for those committees relating to the “Full-Time Faculty (e.g.-Tenure Committee).” This member shall be appointed at the sole discretion and recommendation of the Vice President of Academic Affairs (VPAA).
* “The Adjunct Faculty Association shall have the sole discretion to choose a member of their union that shall be appointed to the Professional Development committee.”
1. All parties acknowledge these terms and conditions are subject to ratification, and the mediator retains jurisdiction.
2. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.
3. All other terms and conditions not contained herein shall remain status quo.
4. All other proposals are hereby withdrawn by both parties.

Date: March 6, 2023 – (this MOA is 2 pages incl. cover sheet and signature page).

**Union College Union CC-Adj.FacultyAssociation**

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