

October 19, 2010

Hudson County Community College

-and-

HCCC Adjunct Faculty Federation, AFT Local 2222, AFT, AFL-CIO

### MEMORANDUM OF AGREEMENT

The Hudson County Community College ("HCCC") and the Hudson County Community College Adjunct Faculty Federation Local 2, AFT, AFL-CIO ("Chapter") hereby enter into this Memorandum of Agreement ("Agreement") with respect to the modification, amendments and additions to the collective bargaining agreement between HCCC and the Federation January 17, 2006 to August 3, 2009 ("CBA").

The parties' respective negotiations committees have reached agreement on the terms of a successor contract, and agree to recommend the following terms to our membership. All terms and conditions contained in the CBA shall remain unchanged, except as modified as follows:

1. **Duration:** September 1, 2009 – August 31, 2012.

2. **Compensation:**

Effective 9/1/10:

- \$590/ per credit for a unit member teaching 1-4 semesters.
- \$600/ per credit for a unit member teaching 5-8 semesters
- \$610/ per credit for a unit member teaching 9-12 semesters
- \$620/ per credit for a unit member teaching 13 or more semesters

Effective 9/1/11:

- \$600/ per credit for a unit member teaching 1-4 semesters.
- \$610/ per credit for a unit member teaching 5-8 semesters.
- \$620/ per credit for a unit member teaching 9-12 semesters
- \$630/ per credit for a unit member teaching 13 or more semesters

In addition:

**Faculty Development Plan:** The College will offer a faculty development plan beginning in the Spring of 2011 for unit members. The parties will mutually agree upon the procedures and details of the plan and will endeavor to do so by October 22, 2010. The program details will be attached hereto and made a part hereof. Employees who successfully complete the program in 2010 shall receive a supplemental increase in their per credit compensation starting in September, 2011, of \$20.

**Compensation Adjustment for 2009-2010:**

All unit employees who continue to be employed by the College in either the Fall or Spring 2010-11, shall also receive a one-time payment of \$7 per credit for each credit taught in academic year 2009-2010. Such one-time payment shall not be added to base pay.

**Dues Deduction:** Union Dues shall be deducted from employees' third and fourth checks of each semester.

**Harassment in the Workplace:** language to be modified to comport with the College's adopted policy governing unlawful harassment in the workplace.

**Miscellaneous:**

- (a) This Memorandum of Agreement contains the entire agreement of the parties.
- (b) This Memorandum of Agreement is subject to ratification by the Board of Trustees of the Hudson County Community College and by the membership of the Hudson County Community College Chapter of the Adjunct Faculty Federation Local 2222, AFT, AFL-CIO. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective principals.
- (c) HCCC shall prepare a collective bargaining agreement incorporating this Memorandum.
- (d) The parties agree to recommend that their respective principals ratify this Memorandum of Agreement.

All other outstanding issues are withdrawn. We agree to recommend the above agreement to our members. The fact-finder retains jurisdiction.

HCCC Chapter of the Adjunct  
Faculty Federation Local 222, AFT, AFL-CIO

Hudson County Community College

/S/ Fougères R. Ferrier

/S/ Sean Dias, Labor Counsel

/S/ China Clark, President Local 222

/S/ Abigail D. Johnson, VP Academic Affairs

/S/ Randi Miller, Exec. Dir., Human Resources

## **VOLUNTARY INCENTIVE-BASED ADJUNCT FACULTY DEVELOPMENT PLAN**

Both parties agree to the following:

As part of the Faculty Development Plan (“FDP”), the College will develop a course of instruction/training. The College will consider recommendations from the Federation/Chapter (“Union”) regarding the course of instruction/training. However, the Union expressly agrees and understands that the College reserves the right in its sole discretion to develop and modify the course curriculum for the FDP. The College also reserves the right in its sole discretion to determine the delivery method and location of the course of instruction/training.

Eligibility for participation in the FDP is available only to second semester and continuing adjunct faculty members. Participation in the FDP is voluntary. Adjunct faculty members shall not receive any compensation for attending and participating in the course of instruction/training under the FDP.

A second semester or continuing adjunct faculty member who successfully completes the course of instruction/training under the FDP will receive a Certificate of Successful Completion, which will entitle that adjunct faculty member to a \$20 per credit increment commencing Fall (September to December) 2011.

The course of instruction/training will be conducted on the HCCC campus and/or online at the sole discretion of the College. Multiple sessions will be offered between February 2011 and August 2011 to provide an opportunity for every eligible adjunct faculty member to participate in the course of instruction/training.

The course of instruction/training may include, but not be limited to, such topics as understanding HCCC’s mission and goals, classroom management, instructional delivery modes, learning styles, developing a course syllabus, assessing student progress, and general education.

Eligible second semester or continuing adjunct faculty members who elect not to participate in the course of instruction/training will not receive the \$20 per credit increment.

Priority for course of instruction/training in Fall (September to December) of 2011 and in all subsequent semesters will be given first to new second-semester adjunct faculty members, and course of instruction/training opportunities will then be on a first-come, first-served, seat-available basis.

The criteria for successful completion of the course of instruction/training will include, but not be limited to, full attendance and achievement of a passing test score to be determined by the College.

HUDSON COUNTY COMMUNITY  
COLLEGE CHAPTER of THE UNITED  
ADJUNCT FACULTY OF NEW JERSEY,  
LOCAL 2222, AFT, NYSFT, AFL-CIO

HUDSON COUNTY  
COMMUNITY COLLEGE

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## **NOTICE OF TENTATIVE AGREEMENT & RATIFICATION**

A tentative agreement has been reached between Hudson County Community College and the Adjunct Faculty Federation. The following is a summary of the agreement:

### **Compensation:**

#### **2009-2010**

All unit members who continue to be employed by the College in either the Fall or Spring 2010-11 will receive a one-time payment of \$7.00 per credit for each credit taught in the 2009-10 academic year.

#### **2010-2011**

Effective 9/1/10 - \$10.00 per credit added to base

Effective 9/1/11 - \$10.00 per credit added to base

### **Faculty Development Plan Compensation:**

Commencing Spring 2011, a voluntary, incentive-based Faculty Development Plan will be in place. Beginning in the Fall of 2011, all eligible adjunct faculty\*who successfully complete training will receive a \$20 per credit permanent increase to their base salary.

\*In order to be eligible, unit members must be in at least their second semester of teaching at HCCC.

### **Ratification Details:**

Voting on this tentative agreement will take place on **November 18<sup>th</sup>** between the hours of 12:00 p.m. and 5:50 p.m. The voting will take place in **Room G204, 81 Sip Avenue, Hudson County Community College, Jersey City, NJ**. Ballots will be tallied at 6:00 p.m. Members of the negotiating team will be present to answer any questions before you vote.

The HCCC Board shall vote on this tentative agreement when they meet on November 23<sup>rd</sup>.