

MEMORANDUM OF AGREEMENT
by and between
THE COUNTY OF RENSSELAER (COUNTY)
and the
BOARD OF TRUSTEES
of
HUDSON VALLEY COMMUNITY COLLEGE
(COLLEGE)
as Co-Employers and
THE HUDSON VALLEY COMMUNITY COLLEGE
FACULTY ASSOCIATION (UNION)

WHEREAS, the County and the College and the Association are parties to a collective bargaining agreement for the period from September 1, 2014 through August 31, 2019 (CBA); and

WHEREAS, the Association is the duly recognized exclusive representative for, among other things, the purposes of collective negotiations for a bargaining unit including all teaching faculty in the employ of the Employer with the academic rank of instructor, assistant professor, associate professor, and professor, also educational specialists and librarians, full or part-time, part-time instructional faculty of credit bearing courses, and excluding all others; and

WHEREAS, unless extended by agreement or law, the CBA expires on August 31, 2019; and

WHEREAS, on or about March 1, 2019, the parties began negotiating the terms and conditions of a successor CBA; and

WHEREAS, the parties exchanged proposals and met on March 27, April 24, May 1, May 8, May 30, June 5, June 18, July 9, 2019, July 23, 2019, and August 27, 2019, to negotiate the provisions of a successor agreement; and

WHEREAS, the parties agree that it is in their best interests to enter into a one year rollover agreement for the period from September 1, 2019 to August 31, 2020 under the terms and conditions herein set forth.

IT IS HEREBY AGREED AS FOLLOWS:

1. The terms and conditions of the 2014-2019 CBA will be extended to a successor agreement for a one year period except as may be modified by law and/or the terms of this agreement;

2. The effective date of the agreement shall be September 1, 2019 and the term shall be September 1, 2019 through August 31, 2020;
3. Article V(B) and (C) Recognition and Dues Deduction delete Article V(B) and (C) and substitute the appropriate Janus, Civil Service Law and other authorities language in separate memo to be agreed upon.
4. Article XII(A) Faculty covered by this agreement shall be deleted and the following shall be substituted thereof:

Effective September 1, 2019, the base annual salary of each returning full-time faculty member from 2018/2019 shall be increased by two percent (2%).
5. The parties agree that effective September 1, 2019, returning full-time educational specialists and librarians from 2018/2019 shall receive the same percentage increase on base salary for 2019/2020 returning full-time faculty members.
6. Article XII(G) and (H) shall be increased from \$1113 to \$1136.
7. Article IX(A)5 and (B)5 shall be increased from \$33.09 to \$33.76.
8. Article XXI Renegotiations

Article XXI(A) delete March 1, 2019 and substitute March 1, 2020;

Article XXI(B) delete April 1, 2019 and substitute April 1, 2020;

Article XXI(C) delete May 1, 2019 and substitute May 1, 2020.
9. All terms and conditions of the 2014/2019 CBA not inconsistent with this Memorandum shall continue in full force and effect in the successor 2019/2020 CBA.
10. All other terms in negotiations not referenced above have been withdrawn by both parties.
11. Except as provided above, or for the purposes of achieving factual accuracy in the contract document, the September 1, 2014 through August 31, 2019 agreement of the parties shall, in all particulars, be ratified, affirmed and continued without change.
12. Delete Article VII(E)1 and substitute new Article VII(E)1 as follows: The work year of the faculty shall be one hundred fifty-one (151) days inclusive of graduation.

HUDSON VALLEY COMMUNITY
COLLEGE

By: _____

President

HUDSON VALLEY COMMUNITY
COLLEGE FACULTY ASSOCIATION

By: _____

President

**The above signature by the HVCC President is ultimately contingent upon HVCC Board of Trustee's and County approval. The above signature by the HVCC Faculty Association President is contingent upon ratification of the Faculty Association's membership.

HUDSON VALLEY COMMUNITY
COLLEGE BOARD OF TRUSTEES

By: _____
Chairman of the Board of Trustees

COUNTY OF RENSSELAER

By: _____
County Executive

APPROVED AS TO FORM:

By: _____
County Attorney

APPROVED

Bureau of Budget