

**Memorandum of Understanding
between
Bates Faculty Union, Local 4184, AFT-Washington
And the
Board of Trustees of Bates Technical College**

ABAWD Navigator

The College and the Local 4184 Union agree to exempt the position of Able-Bodied Adult Without Dependents (ABAWD) Navigator from the original agreement signed by the parties regarding placement and classification of Navigator positions. The parties agree that the work and responsibilities performed by the ABAWD Navigator are not covered by the Faculty Bargaining Unit. All collective bargaining provisions continue to apply to other Navigator positions without change. The parties agree to revisit this MOU should there be a significant change to the work and responsibilities performed by the ABAWD Navigator.

For Local 4182 Union:



Jim Androy
Union President

20 FEB 2020
Date

For Bates Technical College:



Christina Nelson
Executive Director of Human Resources

2/11/2020
Date