

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
BATES TECHNICAL COLLEGE
AND
BATES TECHNICAL COLLEGE LOCAL 4184, AFT WASHINGTON/AFL-CIO**

It is the intention of Bates Technical College (Bates) and Bates Technical College Local 4184 (Union) to assure that all newly created positions are properly placed in the appropriate bargaining or non-bargaining unit.


It is recognized that Navigator positions, covered by this MOU, are Bargaining Unit work.


In doing so, the following shall apply:

- A. All current and future positions, as noted above, will be reclassified/classified to the Faculty Bargaining Unit
 - 1. It is understood that the title of a position does not determine the classification but rather the responsibilities and duties
 - 2. Those positions that reflect a majority of responsibilities and duties as faculty work will be appropriately classified in the Faculty Bargaining Unit
 - 3. No current employee in any position related to this MOU will be displaced as a result of reallocation
- B. Navigator positions, funded by soft money, are Non-Tenure Track positions
 - 1. Funding sources for a position do not impact the placement within a bargaining unit
 - 2. No RIF category is assigned to Navigator positions, due to soft money funding
 - 3. Senior Administrator (SA) will determine the type of employment contract for individual positions based on the needs of the college, CBA and available funding source
 - 4. No current employee in the positions for this MOU will suffer any financial/wage harm due to reallocation, although selected Navigator positions are dependent upon an ongoing fund source for continuance
- C. The position of International Program and Service Manager is not included in this MOU.
- D. All Collective Bargaining provisions will apply to the above positions as applicable in like placed positions for selected non-tenure Navigator positions

For Local 4184

For Bates Technical College


Date 7/6/17


Date 7.6.2017

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AND
BATES TECHNICAL COLLEGE LOCAL 4184, AFT WASHINGTON/AFL-CIO**

It is the intention of Bates Technical College (Bates) and Bates Technical College Local 4184 (Union) to assure that newly appointed Navigator positions to the Faculty Bargaining Unit is done so in a way that assures the highest level of success for the program and the faculty members. Because the Navigator positions are grant funded the outlay of lump sum payments; i.e.: vacation leave accrual, could have a negative financial impact on the program and cause the program sponsors to reassess the funding of the program

It has been mutually agreed and recognized that Navigator positions, covered by this MOU, are Bargaining Unit work.

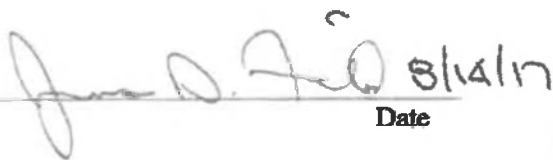
To that ends, it is agreed that for the secure, longevity of the programs all accrued vacation leave will be carried over with each Navigator position under this MOU and be allowed use in accordance with Bates Technical College leave use procedure. The positions specifically affected by this MOU are; Breckenridge, Tami; Dhaliwal, Karen and Hansen, Christopher.

It is further agreed that all carryover vacation hours will be used no later than the end of the 2017-2018 Fiscal Year (June 30, 2018).

This MOU applies to no other faculty position and is non-precedent on any actions previous or in the future.

For Local 4184

For Bates Technical College


Date



8-15-17
Date