

**Memorandum of Understanding  
between  
Bates Faculty Union, AFT Local 4184  
and  
Bates Technical College**

**Article 9.12.1, Article 9.12.3, Article 9.12.4, and Article 9.12.6  
RIF Category Clarification for Consistency**

The College and the Local 4184 Union mutually agree on the placement of the following tenured faculty positions that currently not appropriately identified into their appropriate RIF categories as identified in the current CBA. All RIF categories will be correctly alphabetized in the respective CBA Article.

**Article 9.12.1 Contracted Tenured Career Training**

Administrative changes:

- Accounting RIF Category will be deleted since there is no tenured faculty member in that group
- Rename Advance Technologies to Information Technology
- Move Cybersecurity from Computer Sciences to Information Technology
- Early Childhood Education/ Childcare remove duplication in Article 9.12.2 leaving it in Article 9.12.1

RIF Category name change:

- Industrial Electronics and Robotics to Industrial Electronics and Robotics Technician
- Power Sports & Equipment Technology name will change to Motorcycle and Marine Technology

Occupational Therapy Assistant RIF Category will include:

- Occupational Therapy Assistant Instructor
- OTA Director-Faculty
- OTA Academic Fieldwork Coordinator

**Article 9.12.3 Advisors Category**

The following will be added to the Advisors RIF Category:

- Disability Support Services Coordinator/Advisor
- Outreach and Recruitment Coordinator
- Admissions Officer/Recruiter

**Article 9.12.4 Contracted General Education**

Administrative changes:

- English as Second Language (I-Best) should be moved to Basic and Transitional Studies
- Human Relations name will be changed to Humanities

Article 9.12.6 Instructional Technology Support

Administrative change:

- Rename Instructional Designer to CTC Link Org Change Management Coordinator


For Local 4182 Union:

For Bates Technical College:



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Jim Androy  
Union President



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Christina Nelson  
Executive Director of Human Resources

25 JUN 2020  
Date

6/6/2020  
Date