

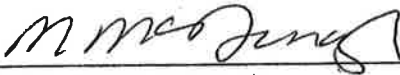
Memorandum of Agreement
Between
Raritan Valley Community College Staff Federation, Local 4143, AFT, AFL-CIO (the Federation)
and
RARITAN VALLEY COMMUNITY COLLEGE

The negotiating Committees for the above captioned parties agree to recommend for ratification the changes to the July 1, 2019 through June 30, 2022 Collective Negotiations Agreement between the parties set forth in the numbered paragraphs below:

It is now therefore agreed that:

1. All members of the SUPPORT STAFF LOCAL 4143 whether dues paying members or not shall be furloughed for 5 nonconsecutive days chosen by RVCC comprised of 1 in August, 1 in September, 1 in October 1 in November, and 1 in December 2020 during the second pay period of the month; and
2. RVCC shall not layoff any SUPPORT STAFF LOCAL 4143 members through January 1, 2021. Any SUPPORT STAFF LOCAL 4143 members laid off in violation of this MOA shall be made whole with respect to compensation and benefits.
3. The parties shall "meet" either in person, virtually or by conference call on December 3, 2020 and review enrollment and budget data to determine the likely fiscal impact on the College's spring budget. If the College faces a budget deficit, the parties will make a good faith effort to negotiate a settlement that helps the College avoid layoffs.
4. The relevant provisions of the parties' July 1, 2019 to June 30, 2022 collective negotiations agreement shall be modified consistent with the terms of this MOA; and
5. Any provisions of the parties' July 1, 2019 to June 30, 2022 collective negotiations agreement not referenced in this MOA shall remain in full force and effect.
6. This MOA shall be enforceable through the grievance/arbitration procedure of the parties' 2019-2022 collective negotiations agreement.
7. This MOA is subject to ratification by the membership of the Support Staff local 4143 AFT AFL-CIO and by the College Board of Trustees.

On behalf of the Support Staff and on behalf of the RVCC



Michael McDonough
President, RVCC



Donna Gero
Staff Representative