

**HUDSON COUNTY COMMUNITY COLLEGE
BOARD OF TRUSTEES MEETING
August 12, 2014**

VIII. PERSONNEL RECOMMENDATIONS

6. COLLECTIVE BARGAINING AGREEMENT BETWEEN HUDSON COUNTY COMMUNITY COLLEGE AND THE HUDSON COUNTY COMMUNITY COLLEGE SUPPORT STAFF FEDERATION.

WHEREAS, the Collective Bargaining Agreement between Hudson County Community College and the Hudson County Community College Support Staff Federation expired on June 30, 2013; and

WHEREAS, Hudson County Community College and the Hudson County Community College Support Staff Federation engaged in collective negotiations for a successor collective bargaining agreement for the period from July 1, 2013 through June 30, 2015; and

WHEREAS, Full-time unit members will receive a base salary increase of two percent (2%) retroactive to July 1, 2013 and effective July 1, 2014, a full-time unit member will receive a two percent (2%) base salary increase; and

WHEREAS, Full-time unit members who are not at \$30,000 base salary shall be moved to \$30,000 or will receive a 2% base salary increase whichever is greater; and

WHEREAS, Hudson County Community College and the Hudson County Community College Support Staff Federation memorialized their final agreement as to all negotiated issues by setting their signatures on July 28, 2014 to a Memorandum of Agreement (a copy of which is attached hereto), which recites their final agreement as to all negotiated issues:

NOW THEREFORE, BE IT RESOLVED, by the Board of Trustees of Hudson County Community College that the Collective Bargaining Agreement between Hudson County Community College and the Hudson County Community College Support Staff Federation is in effect from July 1, 2013 through June 30, 2015, is extended by the July 28, 2014 Memorandum of Agreement (a copy of which is attached hereto Attachment B).

INTRODUCED BY: Bakari Lee

SECONDED BY: Karen Fahrenholz

DATE: August 12, 2014

Callahan, Kevin	<u>ABSENT</u>
Fahrenholz, Karen	<u>AYE</u>
Kenny, Roberta	<u>ABSENT</u>
Kosakowski, Joanne	<u>AYE</u>
Lee, Bakari	<u>AYE</u>
Peña, Jeanette	<u>AYE</u>
Sires, Adrienne	<u>ABSENT</u>
Stahl, Harold	<u>AYE</u>
Netchert, William, Chair	<u>AYE</u>

6 Ayes..... 0 Nay

*****RESOLUTION ADOPTED*****

Jennifer Valley
Signature of Recorder

8-12-14
Date

ATTACHMENT B
ITEM VIII – PERSONNEL RECOMMENDATIONS
6.

MEMORANDUM OF AGREEMENT

The HUDSON COUNTY COMMUNITY COLLEGE ("HCCC") and the HUDSON COUNTY COMMUNITY COLLEGE SUPPORT STAFF FEDERATION ("Union") hereby enter into this Memorandum of Agreement ("Agreement") with respect to the modifications, amendments and additions to the collective bargaining agreement between HCCC and the Union, July 1, 2011 to June 30, 2013 ("CBA"). All terms and conditions contained in the CBA shall remain unchanged, except as modified as follows:

1. Duration:

July 1, 2013 to June 30, 2015.

2. Wages:

Article X – Compensation- The minimum starting salary will increase to thirty thousand dollars (\$30,000). Full-time Unit members employed prior to July 1, 2013, and still employed with HCCC as of the signing of this agreement who are not at \$30,000 in base salary shall be moved to \$30,000 or will receive a 2% base salary increase, whichever is greater retroactive to July 1, 2013.

For those full-time unit members employed on or after July 1, 2013 who are not at \$30,000 in base salary shall be moved to \$30,000 or will receive a 2% base salary increase, whichever is greater from their date of hire to June 30, 2014.

For those unit members employed prior to July 1, 2013 whose base salaries are more than \$30,000 and are still employed with the College as of the signing of this memorandum of agreement, that unit member shall receive a two percent (2.0%) base salary increase, retroactive to July 1, 2013.

Effective July 1, 2014, a full-time unit member currently employed with HCCC will receive a two percent (2%) base salary increase, retroactive to July 1, 2014.

Miscellaneous:

- (a) This Memorandum of Agreement contains the entire agreement of the parties.
- (b) This Memorandum of Agreement is subject to ratification by the Board of Trustees of the Hudson County Community College and by the membership of the Hudson County Community College Support Staff Federation. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective principals.
- (c) HCCC shall prepare a collective bargaining agreement incorporating this Memorandum.
- (d) The parties agree to recommend that their respective principals ratify this Memorandum of Agreement.

HUDSON COUNTY COMMUNITY
COLLEGE
SUPPORT STAFF FEDERATION

Patricia E. Murphy 7/23/14

HUDSON COUNTY
COMMUNITY COLLEGE

[Signature] 7/23/14

