

**ADDENDUM
TO COLLECTIVE BARGAINING AGREEMENT**

Whereas, Southwestern Michigan College (hereinafter the "College") and the Southwestern Michigan College Faculty Association, MEA/NEA (hereafter the "Association") are parties to an existing collective bargaining agreement with a duration of November 18, 2019 through June 30, 2023 (hereinafter "Bargaining Agreement");

Whereas, the parties to the Bargaining Agreement have recognized the need to modify the Bargaining Agreement to address treatment under the Bargaining Agreement of new faculty hired during the academic year; and

Whereas, the parties have duly considered proposals to address the hiring of new faculty during an academic year and at a public meeting the College's Board of Trustees on February 24, 2020, ratified the terms and conditions of this Addendum to Collective Bargaining Agreement ("Addendum") and on February 14, 2020 the membership of the Association also ratified this Addendum.

Therefore, the College and the Association hereby enter into this Addendum and agree to the following amendment under the "Employment Status" section of the Bargaining Agreement at the end of the first paragraph in Section A "Campus-Based Faculty":

- (1) For those faculty members hired after September 1st of each academic year, the contract offered (a short contract) will be for the remaining months of that academic year contract period (to mid-August). Faculty members under a short contract will be notified electronically not later than April 15 if they are being offered a contract for one year for the following academic year. If the faculty member accepts the appointment, he/she shall acknowledge the online appointment no later than April 30. Failure of a faculty member to submit an online acknowledgment of appointment by April 30 shall constitute a rejection of the appointment for a one year contract and shall permit the College, in its sole discretion, to proceed with the posting, filling, or elimination of the position.
- (2) Except as expressly set out in this Addendum, all other terms and conditions of the Bargaining Agreement shall remain in full force and effect.

Jeff M. Dennis

_____ for the Association

02/14/2020

Date _____

Its: _____

President

Joseph J. [Signature]

_____ for the College

Date _____

2/24/2020

Its: _____

President