

LETTER OF AGREEMENT
Between
MACOMB COMMUNITY COLLEGE
And
ASSOCIATION OF ADJUNCT FACULTY OF MACOMB COMMUNITY COLLEGE

1. Macomb Community College (Employer) and the Association of Adjunct Faculty of Macomb Community College (AAFMCC) agree as follows:

The seniority date, with retention of any prior, concurrent breaks in service pursuant to Section 4.14 of the contract, will be temporarily frozen at the conclusion of the Winter 2020 semester.

There will be no seniority adjustments made at the conclusion of Spring/Summer 2020, Fall 2020, Winter 2021, Spring/Summer 2021 or Fall 2021.

Beginning at the start of Winter 2022, seniority will begin to adjust pursuant to Section 4.14 of the contract, accounting for any concurrent breaks in service prior to the Winter 2020 semester.

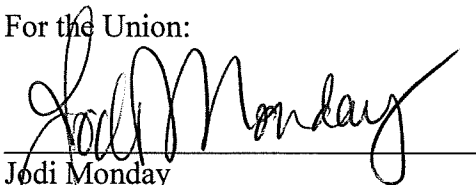
- 4.14 Seniority in a discipline will be based on an adjunct teacher's date of hire by the College. This seniority date will be adjusted to reflect any break in service in the discipline that exceeds two (2) years. Adjunct teachers first hired prior to January 1, 1986, will have a disciplinary seniority date of January 1, 1986, prior to any adjustment. In the event that adjunct teachers have the same date of hire, the number of equated hours taught will serve as the deciding factor. An adjunct teacher who has had a break in service that exceeds three years will be removed from the seniority list. Should the adjunct teacher be re-hired by the college, their seniority date will be adjusted to reflect the break in service, and, in accordance with Section 15 they will be placed back on the step occupied prior to the adjunct teacher's removal from the seniority list.
2. This agreement shall not set a precedent for any other matters now pending or that may arise in the future between the parties.

For the College:



Denise Williams
Vice President
Human Resources

For the Union:



Jodi Monday
President
AAFMCC