

**Letter of Agreement
Between
The County College of Morris
And
The Faculty Association of the County College of Morris**

RE: Announcement related to mandatory "ALL FACULTY" meetings, trainings, and professional development beyond the two (2) contractual days

As a result of impact negotiations between the Parties, the following is hereby agreed:

Notice.

- Prior to a general announcement to faculty regarding the addition of professional development, meeting, or training, required to be attended by all faculty, the College shall provide a minimum of seven (7) calendar days notice to the Association. During the initial notice period, the Association shall have those same seven (7) calendar days to provide input on the topic or meeting agenda.
 - After those seven (7) calendar days have lapsed, or sooner by mutual agreement of the Parties, the College retains full and exclusive right to announce the convening and establish the agenda. It is understood that should an emergent matter compel a convening with less notice, the nature of the emergency and announced meeting or training shall be communicated with the Association as soon as practicable.
- The general announcement to faculty regarding the addition of professional development, meeting, or training, shall provide a minimum of 30 calendar days notice. It is understood that should an emergent matter compel a convening with less notice, the nature of the emergency and announced meeting or training shall be communicated with the Association as soon as practicable.

Voluntary attendance.

- It is understood and agreed by the Parties that attendance at faculty meetings, trainings, and professional development beyond the two (2) contractual days (unless the professional days language in the contract is modified) is voluntary. Faculty members who are unable to attend as a consequence of a conflict shall advise their immediate supervisor in writing that they are unable to attend in advance of the meeting. If there is a professional conflict preventing attendance at the announced faculty meeting, training, or professional development beyond the two (2) contractual days, the professional conflict shall take priority, and non-attendance shall not be held against the faculty member.

- Faculty members are not required to use accrued personal leave for noncompulsory meetings.
- It is understood that while attendance is not mandatory, non-participation may be reflected in employee performance and/or the next employee evaluation.

Impact Bargaining.

- College acknowledges the Association's right of exclusive representation and will honor any demand to bargain over the impact of an announced faculty meeting, training, or professional development consistent with state law.


Dispute Resolution.

- Any dispute arising from an announced faculty meeting, training, or professional development beyond the two (2) contractual days shall be subject to the contractual grievance process for resolution.

Pending Arbitration

- The pending arbitration AR-2024-041 shall be withdrawn with prejudice.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement to resolve impact negotiations.

 11/20/23
Dee McAree, On behalf of the Association

 11/20/2023
Karen VanDerhoof, On behalf of the College