

MEMORANDUM OF AGREEMENT

BETWEEN:

County College of Morris Staff Association

And

County College of Morris Board of Trustees

1. Preamble. This Memorandum of Agreement is made and entered into effective, March 1, 2021 by and between County College of Morris Staff Association, (herein- after CCMISA), and County College of Morris Board of Trustees.

2. Purpose. Is to amend ARTICLE VIII, SECTION E

E. College Emergency Closings

1. Employees in the Plant and Maintenance Department that are assigned to the snow removal crew or otherwise required to maintain the facility and the Public Safety Department are normally required to report to work when the College, in its sole discretion, excused other employees because of adverse weather or emergency conditions. Emergency conditions, herein, do not include closings due to local, state or Federal Government Order.

2. The chief officer of each major college division/area (Academic Affairs, College Advancement and Planning, Business and Finance, Student Development and Enrollment Management, Information Systems) shall have the right to require an employee in a department other than those stated in Section E.1 of this Article to report to work when the College has, in its sole discretion, excused other employees because of adverse weather or emergency conditions to handle essential functions that must be addressed. Emergency conditions, herein, do not include closings due to local, state or Federal Government Order. An essential job task is one that satisfies one or more of the following criteria:

- a. A task that has an established deadline that must be met.
- b. A task that left unattended will cause irreversible damage to students, employees, or other customers.
- c. A task that left unattended will create a safety problem.
- d. A task required by law or regulation that must be performed during the period when other employees are excused from work.

3. Employees who are required to report to work when the College has, in its sole discretion, excused other employees because of adverse weather or emergency conditions shall receive, in addition to regular salary, one hour of compensatory time for each hour worked. Emergency conditions, herein, do not include closings due to local, state or Federal Government Order. The compensatory time shall be scheduled with approval of the supervisor so as not to affect necessary college operations

3. Any compensatory time which has been earned as a result of this “Agreement” is grandfathered from February 18, 2021.

4. This Agreement will be in effect pending approval at the County College of Morris Board of Trustees meeting March 23, 2021 for the duration of the contract, June 30, 2023.

Vivien L. Ray

March 1, 2021

Vivien Ray

Date

Vice President, Human Resources & Labor Relations

Laura Murray

March 1, 2021

Laura Murray

Date

President, CCMMSA