

AAPF/CCM Memorandum of Agreement

Pursuant to the New Jersey "Workplace Democracy Enhancement Act", having been advised that AAPF has requested to represent certain part-time employees who perform negotiations unit work, the parties have agreed that part-time titles attached shall be represented by AAPF, effective January 1, 2020.

Furthermore, the following provisions have been agreed upon between AAPF and the College:

1. Compensatory Time and Overtime

Part-time bargaining unit employee's entitlement to compensatory time, overtime or premium time under this article shall be determined by assuming that the regular workweek for such part-time employee is the same as the regular workweek for a full-time position in such job title, i.e., 35-hour category or 40-hour category. Any additional hours worked by such part-time employee up to the regular workweek for such job title shall be paid at the straight time hourly rate. Thresholds for entitlement to compensatory time, overtime or premium time shall be the same for the part-time bargaining unit employees as it is under this article for full-time employees in the same job title.

2. Sick Leave

Part-time bargaining unit employees are eligible for sick leave under the New Jersey Sick Leave statutes.

3. Tuition Waiver

Part-time bargaining unit employees and dependents are eligible for Tuition Waiver as provided in the Board of Trustee's Policy 3.4002.1.

4. Bookstore Discount

Part-time bargaining unit employees are eligible for Bookstore Discount as provided in Board of Trustee's Policy 3.4003.1.

5. Pension

Part-time bargaining unit employees are eligible for the New Jersey Defined Contribution Retirement Program (DCRP), provided that they meet the minimum service and earnings requirements of the Plan.

6. Part-Time Work Authorization Hours

Part-time hours are limited to no more than 24.5 hours per week as provided in Board of Trustees Policy 3.4002.1

Attachment

Marianne Perfetto 12/12/2019
AAPF Date

Thomas C Burk 12/12/19
CCM Date

AAPF Part-Time Positions

1. Reference Librarian
2. Lab Assistant, Performing Arts
3. Lab Assistant, Music
4. Lab Assistant, Visual Arts
5. Lab Assistant, Photography
6. Lab Assistant, Fine Arts
7. Lab Assistant, Graphic Arts
8. Lab Assistant, LHT
9. Lab Coordinator, Nursing
10. Relationship and Social Media Coordinator
11. Job Development Specialist
12. Counselor – EOF
13. Program Analyst – EOF
14. Counselor, Women's Center
15. Program Coordinator, College Readiness