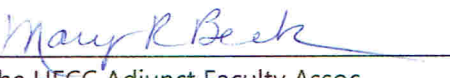


**MEMORANDUM OF AGREEMENT BETWEEN HENRY FORD COLLEGE AND THE HFCC ADJUNCT FACULTY ORGANIZATION CONCERNING HIRING & RETENTION INCENTIVE PAYMENTS FOR ADJUNCT NURSING FACULTY**

1. Effective with the Winter Semester 2016 for all adjunct Nursing faculty members and Fall Semester 2015 for adjunct Nursing faculty members teaching courses in pediatrics or obstetrics, the parties to this Memorandum of Agreement ("the Parties") agree that Henry Ford College (HFC) may provide hiring and retention incentive payments in the form of lump sums to Nursing adjuncts when a "critical need(s)" for such payments exists. The incentive payment amounts may vary between clinical specialties being taught, are within the discretion of HFC and are not grievable by the HFCC Adjunct Faculty Organization.
2. "Critical needs" may include, but are not limited to, one or more of the following situations:
  - Market data from other Associates degree Nursing programs in S.E. Michigan indicating that adjunct rates of pay in those programs exceed the rates negotiated between the Parties effective June 16, 2014, or
  - Turnover rates of adjunct Nursing faculty exceed overall adjunct faculty turnover rates at HFC, or
  - Insufficient numbers of qualified candidates apply for adjunct Nursing openings.
3. Incentive payments will be included entirely within the first adjunct pay of each semester, but repayment will not be required if an adjunct faculty member cannot complete all class assignments, due to documented medical incapacity, for which she/he is receiving an incentive payment.
4. This Memorandum of Agreement will remain in effect from semester to semester unless either party provides written notice of termination or of a desire to renegotiate this Agreement to the other party at least 60 calendar days prior to the end of Fall or Winter Semester. If given during Fall Semester, termination of the Agreement will be effective for Winter Semester in the same academic year. If given during Winter Semester, termination of the Agreement will be effective for Fall Semester in the next academic year.
5. Notwithstanding the above, even if no notice of termination is provided by either party at any time prior to the expiration of the current collective bargaining agreement between the Parties, this Memorandum of Agreement will not be considered as incorporated into the collective bargaining agreement and will have to be renegotiated to be included in a subsequent collective bargaining agreement.

  
For Henry Ford College

1/12/16  
Date

  
For the HFCC Adjunct Faculty Assoc.

1-11-16  
Date