

Memorandum of Agreement between Henry Ford Community College and the Adjunct Faculty Organization

The proposal is to add to the existing language below:

**Article XX
PERSONAL DAY**

An Employee shall be granted one (1) paid personal day each semester that he or she teaches (Spring and Summer count as separate semesters) to be used for any purpose. It is expected that the Employee will ensure that all coursework is covered during the semester or session. If an Employee is absent more than the one (1) paid personal leave day in a semester, his or her pay will be docked equal to the time of the absence.

The following language:

An Employee shall be granted one (1) paid personal day each semester that he or she teaches (Spring and Summer count as separate semesters) to be used for any purpose. It is expected that the Employee will ensure that all coursework is covered during the semester or session. If an Employee is absent more than the one (1) paid personal leave day in a semester, his or her pay will be docked equal to the time of the absence. Any Senior Adjunct who has experienced a death in the immediate family in a semester that he or she is employed by the College will be permitted up to 3 personal days in that semester. Immediate family in this context shall be defined as: spouse, child, father, mother, brother, sister, step of the above.

Lynn Borne

12/17/13

For the College

Date

Thomas Anderson

12/17/13

For the Union

Date