

Memorandum of Agreement between Henry Ford College and the AFO modifying

Article XIV

TEMPORARY, PART-TIME AND TEMPORARY, FULL-TIME

- A. Employees who become temporary, part-time or temporary, full-time members of AFT Local 1650 shall lose no seniority. All courses taught while a temporary member of Local 1650 shall be counted for seniority points, as described in Article XIII., Adjunct Teaching Status, and for step advance, as described in Article XXXII.B., Salary.
  - 1. Similarly an AFO unit member who is appointed to a represented interim administrative position shall accumulate AFO seniority for the hours worked in that position and shall have the right to be assigned classes or hours in the corresponding semester(s) after returning to the AFO bargaining unit.
- B. In filling temporary part-time positions preference will be given to current members of the AFO bargaining unit based on qualifications, seniority and availability at the required times.
- C. The College will notify the AFO and all qualified Senior Adjuncts of temporary, full-time openings and the period of time that the Senior Adjuncts must express their interest for consideration which is in writing to the appropriate Associate Dean. Consideration will be given to current Senior Adjuncts based on qualifications, seniority and availability. While the Associate Dean retains discretion in hiring a temporary full-time Employee, the Associate Dean must provide a written explanation to HR and the AFO if the decision is to hire an external candidate. If the Union not be provided with the aforementioned written explanation within forty-eight (48) hours of the decision, the hiring decision is grievable.
- D. All semesters worked as a temporary, part-time or temporary, full-time employee shall count toward elimination of the probationary requirement as described in Article XIII.B., Adjunct Teaching Status

William Lodge 7/20/15

For the College

Date

Thomas Anderson 7/20/15

For the Union

Date