Memorandum of Understanding
Between
Bates Faculty Union, Local 4184, AFT-Washington
And the
Board of Trustees of Bates Technical College

November 3, 2015

The College and the Local 4184 Union agree to make the following changes to the Collective Bargaining Agreement:

1.1 Definitions

Add (in alphabetical order): Cover (class coverage) – When an employee holding valid vocational certificates provides classroom access to and periodic classroom presence for students.

8.8 Covering Classes and Substituting

8.8.1 The decision to utilize substitutes and/or to arrange for class coverage is vested in the Employer. When practicable, each employee or program shall be expected to provide to the SA the names, and contact information for qualified individuals who could act to cover classes or substitute in the class at the beginning of each school year.

8.8.2 An Instructor who will be absent must notify the appropriate Instruction Office pursuant to College procedures.

If a substitute Instructional employee is authorized by the SA, the appropriate supervisor will be responsible for making final arrangements for the substitute Instructor. The decision to utilize substitutes and/or to arrange for class coverage is vested in the Employer.

8.8.3 and 8.8.4 (no change)

For Local 4184

[Signature]

11-4-15

Date

For Bates Technical College

[Signature]

1/3/15

Date