

Outstanding Articles

As of

April 4, 2019

Article	Description	College position
I	Check off	eliminate
XIII	Association Committee	Moved to contract maint.
XIX	Association Days	Proposed 3 additional days
XXII	Faculty retrenchment	Added language to hold meeting to discuss alternatives
XXVII	Faculty salary schedule	
XXVIII	Faculty salary placement	
New	Contract Maintenance committee	Added language to mutually agree on agenda

Benefits

Article	Description	College Position
	Health and Dental	Added union member appointed by Union President to BAC
XLVI	Wage continuation (short term disability)	No substantial changes
XXXIV	Family medical leave	Provide coverage as required by FMLA law
XXXIII	Child care	Coverage remain as it was it previous contract

TA Articles
Status update
April 4, 2019
Tentative agreements

Article	Description	Agreed Changes	
II	Rights of College Board	No changes	10/05/2018
III	College Policies	No substantial change	12/07/2018
V	Personnel files	No changes	10/05/2018
X	NMC Board of Trustees agenda	No changes	10/05/2018
XI	Information request	No changes	10/05/2018
XIII	Selection of President	No changes	10/05/2018
XIV	Faculty Emeritus	Status is granted if faculty member leaves after 20 years	10/12/2018
XV	Moved to evaluation Office hours	N/A	N/A
XVII	Faculty professional development	No changes	10/05/2018
XVIII	Sabbatical	No faculty changes requested	10/12/2018
XXIV	Academic freedom	No changes	10/05/2018
XXV	Faculty council	No substantial change	10/12/2018
XXXV	Flexible compensation	No substantial change	12/07/2018
XXXVII	Holidays	No substantial change	11/09/2018
XLII	Personal business	No substantial change	11/09/2018
XXXXVIII	Jury duty	No substantial change	11/09/2018
IX	Use of facilities	Ability to post notices of union business on NMC email and calendar for members	11/30/2018
	Tuition Benefits	No substantial change	11/30/2018
XLIV	Sick leave	Added 2 additional days	12/07/2018
VII	Due process	No change	12/07/2018
VIII	Faculty grading	Added language regarding student complaint of unfair grading	12/06/2018
XXIII	Academic calendar	No substantial change	12/06/2018
VI	Academic responsibilities	No changes	12/07/2018
XXI	Faculty evaluation	1. Goals reduced from 7 to six 2,Eliminated the need to log professional development hours 3.Overload counted for goal attainment 4.Provisional faculty observation went from 8 to 6 5. Online course review can count in lieu of an observation	12/07/2018
IV	Grievance	College agreed to add language that association can file grievance on behalf of a provisional faculty member	12/07/2018
XX	Intellectual Property	Added language on works of art	12/14/2018
XXIX	Overload	Added compensation for special projects outside instructional period including travel abroad	12/20/2018
XXX	Faculty load	No substantial change	12/20/2018
XXXIX	Life Insurance	No substantial change	12/20/2018
XL	Long term disability	No substantial change	12/20/2018

TA Articles
Status update
April 4, 2019

XXXII	Bereavement	No substantial change	12/20/2018
XLI	Military leave	No substantial change	12/20/2018
XXXI	Adoption	No substantial change	12/20/2018
XLIII	MPSERS/ORP	No changes	12/20/2018
XLVII	Workers Compensation	No substantial change	2/27/2019
New	Family care leave	Originally part of FMLA separated for better clarification.	4/4/2019

Agreed to remove from contract Article XVI – Peer mentoring

Agreed to remove Article XV – moved to faculty evaluation XX1

New proposals by faculty were agreed to not have as standalone include in article XXI: faculty status, provisional to regular, and student feedback. These are under article XXI