

**ADDENDUM
TO COLLECTIVE BARGAINING AGREEMENT**

Whereas, Southwestern Michigan College (hereinafter the "College") and the Southwestern Michigan College Faculty Association, MEA/NEA (hereafter the "Association") are parties to an existing collective bargaining agreement with a duration of November 18, 2019 through June 30, 2023 (hereinafter "Bargaining Agreement");

Whereas, the parties to the Bargaining Agreement have recognized the need to modify the Bargaining Agreement to address chair stipends and chair loads; and

Whereas, the parties have duly considered proposals to address chair stipends and chair loads and at a public meeting the College's Board of Trustees on February 24, 2020, ratified the terms and conditions of this Addendum to Collective Bargaining Agreement ("Addendum") and on February 14, 2020 the membership of the Association also ratified this Addendum.

Therefore, the College and the Association hereby enter into this Addendum and agree to the following amendment under the "Faculty Salary" section of the Bargaining Agreement at the end of the first paragraph in Section G "Chair Stipends and Chair Loads":

- (1) For chairs whose loads are calculated in terms of contact hours, the College will apply a 1 to 1.4 ratios (the ratio of 15 credit hours to 21 contact hours).
- (2) For the semester beginning January 13, 2020 only, the College will apply half of the 12 credit hours or 16.8 contact hours to account for the applicable release time for Spring 2020, meaning 6 credits or 8.4 contact hours of release will be applied to Spring semester 2020.
- (3) Except as expressly set out in this Addendum, all other terms and conditions of the Bargaining Agreement shall remain in full force and effect.

Jeff M. Dennis

_____ for the Association

02/14/2020

_____ Date _____

Its: _____

President

[Signature]

_____ for the College

_____ Date 2/24/2020

Its: President