



<b>DIVISION</b>	<b>REFERENCE NO.</b>
II. College Employees	2.7.1
<b>CATEGORY</b>	<b>DATE</b>
2.7 Full Time Faculty Union – Article 1, Union Recognition and Bargaining Unit	Adopted 1975 Edited 1982 Revised 5/88, 8/93, 10/99, 10/01, 4/14

2.7.1 RECOGNITION OF TEACHERS’ UNION

Listed below are the clauses within the master agreement that confer recognition upon the teachers’ bargaining unit and indicate the Board’s willingness to negotiate with its unit:

ARTICLE ONE – UNION RECOGNITION AND BARGAINING UNIT

Section 1.1

- 1.1.1 The Board of Trustees of the Illinois Community College District No. 525, (henceforth referred to as “the Board”), State of Illinois, recognizes the Joliet Junior College Faculty Council, AFT-Local 604, (henceforth referred to as the “Union”), as the exclusive bargaining representative for all full-time faculty members (those teaching more than nine (9) equated credit hours per semester with the exceptions indicated in Paragraph 1.1.4 of this Section), counselors, librarians, advisors, and department chairpersons. Excluded from the bargaining unit are the College President, other administrative, executive and supervisory personnel.
- 1.1.2 The Personnel represented by the Union as identified in Paragraph 1.1.1 shall henceforth in the contract be referred to as “faculty”, except in contract provisions applicable to special classifications, i.e., counselors, librarians.
- 1.1.3 The Board recognizes the Union as the exclusive bargaining agent for those in the above designated unit. The scope of negotiations shall be as prescribed by law.



<b>BOARD POLICIES</b>
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<b>DIVISION</b>	<b>REFERENCE NO.</b>						
II. College Employees	2.7.1 (2)						
<b>CATEGORY</b>	<b>DATE</b>						
2.7 Full Time Faculty Union – Article 1, Union Recognition and Bargaining Unit	<table style="width: 100%; border: none;"> <tr> <td style="padding: 2px 10px 2px 0;">Adopted</td> <td style="padding: 2px 0 2px 10px;">1975</td> </tr> <tr> <td style="padding: 2px 10px 2px 0;">Edited</td> <td style="padding: 2px 0 2px 10px;">1982</td> </tr> <tr> <td style="padding: 2px 10px 2px 0;">Revised</td> <td style="padding: 2px 0 2px 10px;">5/88, 8/93, 10/99, 10/01</td> </tr> </table>	Adopted	1975	Edited	1982	Revised	5/88, 8/93, 10/99, 10/01
Adopted	1975						
Edited	1982						
Revised	5/88, 8/93, 10/99, 10/01						

- 1.1.4 For the duration of this contract, the Board may hire instructors to teacher ten (10) credit hours each without these instructors being considered full-time, subject to the following stipulations:
- a. Each ten (10) credit hour part-time assignment must be agreed to by the appropriate department chairperson.
  - b. There may be no more than one (1) ten (10) credit hour part-time assignment in any department and all other maximum part time assignments to nine (9) hours per part time instructor with the stipulation that the College recognizes the value of maintaining all appropriate full time to part time faculty ratios.
  - c. In the case of new programs, there may be two (2) ten (10) credit hour part-time assignments. This could not continue beyond the fourth (4<sup>th</sup>) semester of the program’s operation.
  - d. The Union president shall be notified in writing of all such ten (10) credit hour part-time assignments and such notification shall be prior to the commencement of such assignment unless circumstances reasonably preclude this.

Section 1.2

Those designated by the Union to bargain with the Board or its representative(s) shall represent all faculty members except those excluded in Paragraph 1.1.1 regardless of membership in the Union. However, such unaffiliated faculty members may confer with the President or the Board but shall not bargain concerning matters encompassed within this agreement. No member of the bargaining unit regardless of affiliations shall make any agreement with the College which would be contrary to the provisions of this agreement.



<b>BOARD POLICIES</b>
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Section 1.3

- 1.3.1 The Board and the Union recognize that the Board shall retain whatever rights and authority are necessary for it effectively to carry out its responsibilities delegated to it by the laws of the State of Illinois, and through its chief administrative officer reserves final authority in all assignments. To this end, the Board manual of policies will include items not covered by this contract, which policies shall be consistent with the provisions of this agreement. The parties acknowledge that during the negotiations which resulted in this agreement, each had opportunity to make demands and proposals with respect to matters within the scope of collective bargaining and that understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement; therefore, the Board and the Union for the life of this agreement each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject. However, the Board agrees to consult with the Union in establishing pay rates for any new positions brought about by new programs not specifically mentioned in this agreement.
  
- 1.3.2 This agreement and its appendices supersede and cancel all previous agreements between the Board and the Union, and constitute the entire agreement between the parties. Any amendment or agreement supplement hereto shall not be binding upon either party unless executed in writing by the parties hereto.

Section 1.4

The Board and Union recognize that the Union represents professional faculty and that the Board represents all the residents of Illinois Community College District 525, and that both parties have as their primary interest the welfare of the students attending the college.