

## SETTLEMENT AGREEMENT

In order to promote amicable employer-employee relations between New Jersey City University and AFT Local 1839 in settlement of the grievance dated April 30, 2015, in connection with Performance Based Promotions for Professional Staff, the parties agree as follows:

1. The parties agree there are procedural anomalies in the Procedures for a Performance Based Promotion and that neither the University nor the AFT is at fault with respect to the administration and/or implementation of these procedural anomalies.
2. The parties agree to meet, negotiate and agree on new procedures for Performance Based Promotions for Professional Staff.
3. The parties agree this Settlement Agreement shall not constitute a precedent.
4. The Union agrees that upon execution of this Settlement Agreement, the grievance is fully withdrawn and considered settled.
5. This Agreement in and of itself shall not serve to amend, modify or change the existing terms of the State-Union Agreement that otherwise would be addressed in other forums.
6. In entering into this settlement agreement, the parties reserve their respective positions and admit no liability whatsoever.

In witness of this Agreement, having read and understood its terms and having agreed to be bound by each of the terms set forth above, the parties affix their signatures below on this day of June 30, 2015.

For the University:



Dr. Deborah Woo  
Associate Provost

For the Union:



Dr. William Calathes  
President, AFT Local 1839

Date:



Date:

