

COUNCIL OF NEW JERSEY STATE)	
COLLEGE LOCALS, AFT/AFL-CIO)	OER-11869
)	
-and-)	
)	SETTLEMENT AGREEMENT
STATE OF NEW JERSEY)	
(New Jersey City University).)	

In full and final settlement of the above-captioned matter, the State of New Jersey, New Jersey City University, (hereinafter "NJCU") and Council of New Jersey State College Locals, AFT/AFL-CIO (hereinafter "the union" or "CNJSCL, AFT/AFL-CIO") hereby agree as follows:

1. NJCU agrees to abide by the Procedures/Guidelines/Criteria for Promotions - Faculty, revised May 2009, unless the local procedures are changed by local negotiations.

2. This Agreement resolves any and all issues between the parties involving the matters at issue in this grievance and request for advisory arbitration.

3. By entering into this Agreement, NJCU is not admitting any liability or any violation of the parties' collective negotiations agreement or any provision of the New Jersey Employer-Employee Relations Act.

4. This Agreement shall not constitute a precedent and shall not be referred to with respect to any other matters and/or

disputes between the parties except to enforce the provisions of this Agreement.

5. The union agrees not to pursue the matters at issue in this Agreement in any other forum except to enforce the provisions herein.

6. This Agreement shall not serve to amend, modify, or change the existing terms of the collective negotiations agreement between the parties.

7. The union hereby withdraws with prejudice the grievance and request for advisory arbitration with OER number 11869.

APPROVAL OF SETTLEMENT AGREEMENT

In witness of this Agreement, having read and understood the terms and having agreed to be bound by each of the terms of this Agreement, the parties affix their signatures below.

On behalf of the State:

Wynne C. Carter
Office of Employee Relations
Date: 10/27/15

[Signature]
New Jersey City University
Date: 10/27/15

On behalf of CNJSCL, AFT/AFL-CIO:

[Signature]
Date: 10/26/15