

### SETTLEMENT AGREEMENT

In order to preserve amicable employer-employee relations, New Jersey City University (the "University") and AFT Local 1839 (the "Union"), agree as follows related to the Union's Grievance dated July 14, 2021:

1. By no later than September 15, 2021, the President shall provide written reasons to the University Promotions Committee (UPC) for her promotion recommendations, which were inconsistent with the Committee's recommendations.
2. The University and the Union reserve their positions related to the promotion process. However, the parties acknowledge that the procedures for faculty promotion included in the 2009 Procedures/Guidelines/Criteria for Promotions— Faculty document should be revised by way of local negotiations.
3. The University and the Union agree that this Settlement in lieu of a Step I hearing, concludes the matters alleged in the Union's Grievance dated July 14, 2021.
4. This Settlement Agreement shall not constitute a precedent and shall not be cited in any other matter or forum except to enforce the provisions herein.
5. This Agreement shall not serve to amend, modify or change the terms of the parties' Collective Negotiations Agreement.
6. Upon final execution of this Settlement Agreement, the Union hereby withdraws its July 14, 2021 grievance.

For the University



Alfred E. Ramey, Jr.  
University Counsel

For the Union



William Calathes  
Grievance Chair