

**MEMORANDUM OF UNDERSTANDING  
BETWEEN ESSEX COUNTY COLLEGE BOARD OF TRUSTEES  
AND ESSEX COUNTY COLLEGE SUPPORT STAFF ASSOCIATION (SSA)**

This Memorandum of Understanding amends the **October 16, 2018** agreement (“October 2018 Memorandum”) between the Essex County College Board of Trustees and the Essex County College Support Staff Association (“SSA”), and is entered into on this \_\_\_\_\_ day of October 2020 (“October 2020 Memorandum”) and shall be effective November 1, 2020 through June 30, 2021. All prior agreements, amendments and provisions are incorporated by reference into this Memorandum of Understanding and shall remain in full force and effect.

All provisions of the above-referenced Collective Bargaining Agreement shall remain unchanged during the duration of the contract with the following exception:

**Article 47 — SALARY**

- New Paragraph D shall be added to reflect the following:

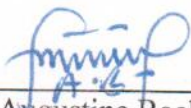
“(D) Effective November 1, 2020, the unit member’s **bi-weekly base salary** will be subject to a pay reduction of five percent (5%) from November 1, 2020 until June 30, 2021 as part of his/her shared sacrifice to the College. This will consist of 17 pay periods. Alternatively, a unit member shall opt for a furlough of one (1) day per pay period for nine (9) pay periods from November 1, 2020 until March 7, 2021. The member shall complete and sign either a voluntary furlough form or voluntary pay reduction form, which shall be kept on file in the Department of Human Resources. Upon the Bargaining Unit’s agreement to participate in the Shared Sacrifice, any unit member or non-member who does not voluntarily submit the furlough or pay reduction form shall be defaulted to a five percent (5%) pay reduction.”

The parties hereby agree that, if any provisions of this Memorandum of Understanding should conflict with any prior agreements, amendment or provisions, the terms of this agreement shall govern. All parties acknowledge these terms and conditions are subject to ratification. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents. All other terms and conditions NOT contained herein shall remain status quo from the previous contract. Upon final ratification, Essex County College may prepare a collective bargaining agreement that incorporates this Memorandum, and where required, certain articles shall be renumbered.

**RATIFICATION:** This Memorandum of Understanding shall be subject to ratification by members of the Essex County College Support Staff Association and by the Essex County College Board of Trustees. This agreement shall not be enforceable absent such ratification.

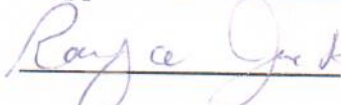
In witness whereof, Essex County College Board of Trustees and Essex County College Support Staff Association, have caused this Agreement to be signed.

**For Essex County College:**

  
\_\_\_\_\_  
Dr. Augustine Boakye  
President

10/21/2020  
Date

**For Essex County College  
Support Staff Association:**

  
\_\_\_\_\_  
Raja Jackson  
President

10/16/2020  
Date

Support Staff Association Memorandum of Understanding