

## MEMORANDUM OF UNDERSTANDING

**November 10, 2015**

Rider University and the Rider Chapter of the AAUP, intending to be legally bound, agree to the following terms and conditions in lieu of arbitration of the University's submitted plan under Article XV of the 2014-17 Agreement between the parties:

1. There shall be no lay-offs of full-time or part-time faculty during the remaining life of the Agreement.
2. There shall be no elimination or curtailment of majors, minors, nor consolidations, mergers or divisions of departments or programs during the remaining life of the Agreement.
3. Article VII.A.1 of the Agreement is amended by the deletion of the remainder of the Article after the first full paragraph. The deletion begins with the second full paragraph words "Notwithstanding the above" through the end of Article VII.A.1.
4. The first sentence of Article XXVII.O.1 is amended to read "The ratio of out-of-load and adjunct course sections to course sections taught by full-time faculty in load shall be no greater than 40%-60% for the University as a whole."
5. The across-the-board salary increases for FY 2015-16 and 2016-17 shall be zero. The salary paid to members of the bargaining unit for the remainder of the 2015-16 year shall be reduced by the cumulative amount of the 2.0% original increase that has been paid to the bargaining unit members.
6. The maximum number of Special Voluntary Separation Incentives available to bargaining unit members in FY 2015-16 under the November 20, 2014 announcement shall be increased from 11 to 15. The number available in FY 2016-17 shall depend upon the number of Voluntary Separation Incentives taken in 2015-16, as per the table below:

Voluntary separations <sup>1</sup> 12/20/15	Voluntary separations 12/20/16
15	10
14	9
13	8
12	7
11 or fewer	6

1 Non-phased only

7. No bargaining unit member who has taken or takes a Phased Retirement package during the life of the 2014-17 Agreement shall be subject to lay-off.
8. The parties will work together cooperatively to promote the growth and stability of the University.

This Memorandum of Understanding is entered this    day of November 2015 and is effective upon signing by the parties.

FOR RIDER UNIVERSITY:

---

Dr. DonnaJean Fredeen, Provost

---

Robert A. Stoto, Associate V.P. for Human Resources

FOR THE RIDER CHAPTER OF THE AAUP:

---

Dr. Bryan Spiegelberg, President

---

Dr. Jeffrey Halpern, Chief Negotiator