

Dear Faculty,

At this point in time, the college and the FA have reached an understanding on the following articles from the FA proposal. Here are the agreements we have at this time.

- Part-Time Adjuncts are now granted 3 sick days per semester.
- Part-Time Adjuncts are eligible for employer sponsored Health Insurance Benefits with employer contributions based on years of service. Eligibility begins after working four consecutive semesters.
- Overload will now be determined on a semester basis, instead of yearly. Any assignment that exceeds 15 credit hours in a semester shall be paid overload.
- Faculty given a “full release” will be paid overload if they are also asked to teach a course.
- The SBFA President will have 15 credit hours (or clock hour equivalent) to distribute as needed.
- Part-Time Employees and their dependents will now be eligible for tuition waivers for courses taken at SUNY Broome. Eligibility begins after working four consecutive semesters.
- A \$10K fund will be established specifically for the purpose of Part-Time Adjunct Faculty Professional Development.
- The college will notify SBFA, ITS and Security of new hires within 2 days of the hiring date. The SBFA will have time to meet privately with the new hire.

We have yet to begin serious dialogue around the financial issues (annual raises, adjustments to salary and Employer/Employee health insurance premium contributions).

Please contact a member of the Negotiating Team (listed below) if you have any questions. We are committed to transparency through this process and welcome any member inquiries.

In Unity,

The SBFA Negotiating Team

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