

MONTGOMERY COLLEGE  
Employee Engagement and Labor Relations

July 1, 2010

Professor Rose Sachs  
President  
Montgomery College Chapter  
American Association of University Professors  
Rockville, MD 20850

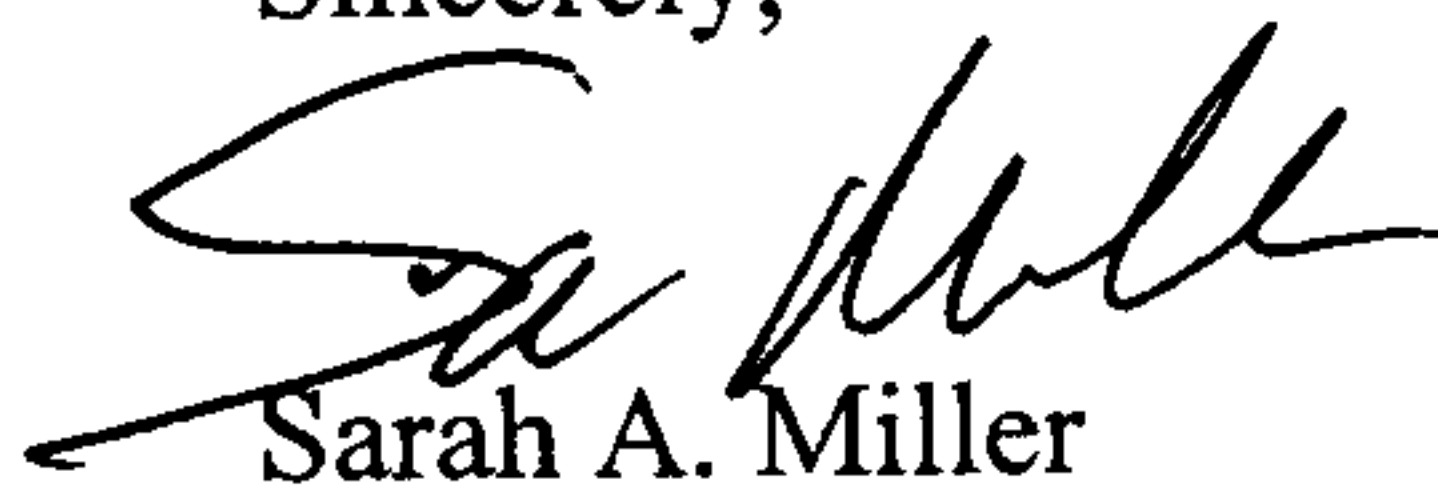
Dear Professor Sachs:

This confirms the agreement we reached during negotiations:

Notwithstanding the modifications made to the collective bargaining agreement relating to the composition of the bargaining unit in Article 1, Sections 1.3 and 1.4, the parties agreed to grandfather the individuals currently included in the bargaining unit at WDCE whose positions would otherwise be excluded. Once those faculty members vacate the positions, the positions (and new incumbents) will be excluded from the bargaining unit per the terms of the collective bargaining agreement. Additionally, the parties agreed and understood that individuals currently occupying non-bargaining faculty positions cannot be placed in the bargaining unit until the renewal of their faculty contracts. Nothing in the agreement or this side letter detracts from management's prerogative to classify positions as faculty, staff, or administrators.

If you have any concerns, please contact me.

Sincerely,



Sarah A. Miller

Director of Employee Engagement & Labor Relations