



UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents

Resolution No. 24-14

**RELATIVE TO AMENDING THE NEGOTIATED AGREEMENT BY AND BETWEEN THE BOARD OF REGENTS OF THE UNIVERSITY OF GUAM AND THE UOG FACULTY UNION, AMERICAN FEDERATION OF TEACHERS, LOCAL 6282
DECEMBER 1, 2018 – May 1, 2024**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission serving the post-secondary needs of the people of Guam and the region; and

WHEREAS, the governance of UOG is vested in the Board of Regents (BOR) which has the responsibility for the policies governing administration of academic personnel at the University; and

WHEREAS, the Negotiated Agreement by and between the BOR of UOG and the UOG Faculty Union, American Federation of Teachers, Local 6282, reflects the mutual understanding and definition of the relationships between the BOR, Administration, and Faculty;

WHEREAS, the UOG Administration and the Faculty Union appointed their respective negotiating committees to negotiate a new Agreement in April 2023; and

WHEREAS, the BOR extended the expiration date of the current Negotiated Agreement through Resolution 23-28 to October 31, 2023, approved a second extension through Resolution 23-35 to February 29, 2024, and further extended the Agreement through Resolution 24-06 to May 1, 2024 to allow time for additional and adequate discussions of the new Agreement and for ratification votes by the Union and the BOR; and

WHEREAS, despite a good faith effort to complete the new Agreement by the May 1, 2024 deadline, both the UOG Administration and the Faculty Union have agreed to extend the term of the existing Negotiated Agreement to May 1, 2027 to allow for the Union negotiating team and the Administration negotiating team to review and recommend revisions to the Administrator Manual to address issues raised during negotiations; and

WHEREAS, negotiations for the new Agreement may begin, at the earliest, on May 1, 2026, but no later than October 1, 2026; and

WHEREAS, the President and the Faculty Union President have reviewed the attached 2018 Agreement and Memorandum of Understanding, applicable to the 2018 Agreement, and recommend it to the BOR for approval.

NOW, THEREFORE BE IT RESOLVED, that the BOR hereby approves the attached Fifth Amendment to the Negotiated Agreement by and between the Board of Regents of the University of Guam and the UOG Faculty Union, American Federation of Teachers, Local 6282, to take effect immediately upon approval and it will remain in effect until May 1, 2027.

Adopted this 25th day of April, 2024.

Sandra H. McKeever, Chairperson

ATTESTED:

Anita Borja Enriquez, D.B.A., Executive Secretary

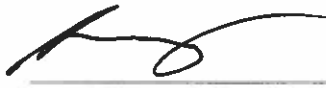
**FIFTH AMENDMENT OF CONTRACT AGREEMENT
BETWEEN THE BOARD OF REGENTS OF THE UNIVERSITY OF GUAM AND
THE UOG FACULTY UNION, AMERICAN FEDERATION OF TEACHERS LOCAL 6282**

Effective on the 25th day of April, 2024, the Board of Regents of the University of Guam (Board) and the UOG Faculty Union, American Federation of Teachers Local 6282, pursuant to Article XII.D, Board-Union Agreement for the period beginning December 1, 2018 and ending May 1, 2024 (Agreement), hereby agree to amend the Agreement as follows:

1. The third paragraph of Article XIV of the Agreement is hereby amended to read: "If at the end of the six-month extension, the new Agreement is not yet completed, the existing Agreement shall continue to May 1, 2027 or until the new agreement is approved by the Board of Regents at their April, 2027 meeting, whichever occurs first, and if a New Agreement is not yet completed by that date, the agreed to sections of the Agreement shall be submitted to the Board of Regents and the UOG Faculty Union membership for a vote and the existing Agreement shall continue until those votes are made. Any portion(s) of the Agreement not agreed to shall be submitted to binding arbitration."


IN WITNESS WHEREOF, the parties have executed this Amendment on the dates indicated under their respective signatures.

UOG FACULTY UNION:

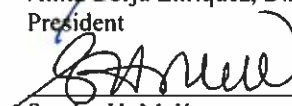


Arun R. Swamy, Ph.D.
President, UOG Faculty Union
Date 4/15/2024

UNIVERSITY OF GUAM:

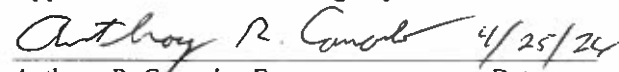


Anita Borja Enriquez, D.B.A.
President
Date 4/25/24



Sandra H. McKeever
Chairperson, UOG Board of Regents
Date 4/25/24

Approved as to Form and Legality:



Anthony R. Camacho, Esq.
UOG General Counsel
Date 4/25/24

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE UNIVERSITY OF GUAM AND
THE UOG FACULTY UNION, AMERICAN FEDERATION OF TEACHERS LOCAL 6282**


Effective on the 25th day of April, 2024, the University of Guam (UOG), by and through its President, and the UOG Faculty Union, American Federation of Teachers Local 6282 (Faculty Union), pursuant to Article XII.D, Board-Union Agreement for the period beginning December 1, 2018 and ending May 1, 2024 (Agreement), hereby enter this Memorandum of Understanding (MOU) which is as follows:

1. To address the contingency of issues raised during the 2023 Agreement negotiation period regarding Administrators and the completion of a revised Administrator's Manual, UOG and the Faculty Union hereby agree to create a working group, consisting of the UOG and Faculty Union negotiating teams for the 2023 Agreement negotiation period, to make recommended revisions to the Administrator's Manual to address the language that was removed from the December 28, 2023 draft revised Agreement.


IN WITNESS WHEREOF, the parties have executed this MOU on the dates indicated under their respective signatures.

FOR UOG FACULTY UNION:

FOR UNIVERSITY OF GUAM:

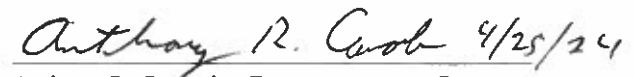


Arun R. Swamy, Ph.D. Date
President, UOG Faculty Union 4/5/2024



Anita Borja Enriquez, D.B.A. Date
President 4/25/24

APPROVED AS TO FORM & LEGALITY:



Anthony R. Camacho, Esq. Date
General Counsel 4/25/24