



UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents

Resolution No. 23-35

**RELATIVE TO APPROVING A THIRD 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  
DECEMBER 1, 2018 – APRIL 30, 2023**

**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 Negotiated Agreement will expire on or about October 31, 2023 and the UOG Administration and the Faculty Union have appointed their respective negotiating committees to negotiate a new agreement, but those negotiations were delayed as a result of Typhoon Mawar, and other disruptions; and

**WHEREAS**, despite a good faith effort to complete the new agreement prior to the October 31, 2023 deadline, both the UOG Administration and the Faculty Union agree that it is unlikely that they will complete the new agreement prior to the October 31, 2023 deadline as a result of the aforementioned disruptions, and that neither party desires to submit those portions of the new agreement that they have yet to reach a mutual agreement on to binding arbitration if the deadline passes and a new agreement is not in place at that time, both UOG's Administration and the Faculty Union have agreed to extend the term of the existing Negotiated Agreement to February 29, 2024 to complete the new agreement; and

**WHEREAS**, the President and the BOR Promotion and Tenure Committee have reviewed the attached amendment and recommend to the BOR for approval.

**NOW, THEREFORE BE IT RESOLVED**, that the BOR hereby approves the attached Third 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 will remain in effect until the new agreement is completed and approved by both the UOG BOR and the Faculty Union.

Adopted this 31<sup>st</sup> day of October, 2023.

Sandra H. McKeever, Chairperson

**ATTESTED:**

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

**THIRD 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 31<sup>st</sup> day of October, 2023, 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 April 30, 2023 (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 February 29, 2024, 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."

2. Article V.J.1.a of the Agreement is hereby amended to read: "The Promotion and Tenure Committee shall consist of nine (9) at-large members who must be tenured Faculty, at least four (4) of whom must hold the rank of Professor or Extension Specialist. The remaining seats shall be filled by tenured faculty who hold at least the rank of Associate Professor or Extension Agent IV."

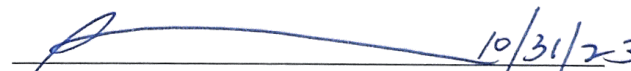
3. The third paragraph of Article V.J.1.c of the Agreement is hereby amended to read: "Should a P & T Committee member be unable to complete an elected term of service, the P & T Committee Chair, or any P & T Committee member if the Committee Chair position is vacant, shall notify the SCFE to nominate from the existing pool a new member to fill the remainder of the uncompleted term, or, if there is no existing pool, the SCFE shall direct the faculty election committee to put out a call for nominations to all eligible faculty and shall allow five (5) business days for nominations. The SCFE shall select from these and submit the name(s) of the nominee(s) to the Faculty Senate to be placed on the agenda of the next scheduled Senate meeting. Upon approval by the Senate, the Faculty member shall immediately assume his or her place on the P & T Committee.


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

**UOG FACULTY UNION:**


  
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L. Robert Barber Jr., Ph.D. Date  
President, UOG Faculty Union 10/31/23

**UNIVERSITY OF GUAM:**

  
\_\_\_\_\_  
Anita Borja Enriquez, D.B.A. Date  
President 10/31/23

  
\_\_\_\_\_  
Sandra H. McKeever Date  
Chairperson, UOG Board of Regents 10/31/23

**Approved as to Form and Legality:**

  
\_\_\_\_\_  
Anthony R. Camacho, Esq. Date  
UOG General Counsel 10/31/23