



UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents

Resolution No. 24-20

**RELATIVE TO APPROVING THE SEVENTH 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**

**DECEMBER 1, 2018 – May 1, 2027**

**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 (WASC) Senior College and University Commission (WSCUC) serving the post-secondary needs of the people of Guam and the Western Pacific region;

**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;

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

**WHEREAS**, the UOG Administration and the Union have agreed to make amendments to sections of the Agreement regarding the Grievance Procedure for Faculty who are part of the Union's Bargaining Unit, the definition of the term "Acting Administrator," CFES Plans, and Reappointment; and

**WHEREAS**, Article XII.D of the Agreement states that the BOR and the Union may mutually agree in writing to alter, amend, supplement, enlarge or modify any of its provisions.

**NOW, THEREFORE BE IT RESOLVED**, that the BOR hereby approves the attached Seventh 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 26th day of September, 2024.

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Sandra H. McKeever, Chairperson

**ATTESTED:**

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

**SEVENTH 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 26<sup>th</sup> day of September, 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, 2027 (Agreement), hereby agree to amend the Agreement as follows:

1. Article IX.I.1.a is hereby amended to read: “Within ~~five~~ twenty (5) (20) business days of the alleged violation, or within ~~five~~ twenty (5) (20) business days from when the Faculty member(s) or Union became aware of, or reasonably should have been aware of the alleged violation, the grievant shall request, in writing, a meeting with the Administrator being grieved in an attempt to work out a resolution to the alleged problem. The written request shall include:

(1) a description of the facts surrounding the issue, including who was involved, what happened, when it happened, and where it happened, and;

(2) a citation of the sections of the Agreement or the University of Guam personnel policies and regulations that have been allegedly violated;

(3) a statement of what the grievant seeks as a remedy; and

(4) a request to meet with the Administrator being grieved to discuss the issues contained in the written statement.

The grievant shall also supply a copy of the written request to the Union President on the same day the Administrator receives the written request.”

2. Article IX.I.1.a is hereby amended to read: “Within ~~five~~ twenty (5) (20) business days of the formal meeting, the Administrator being grieved shall send his or her written decision to the grievant.”

3. The first paragraph of Article XV’s definition of “Acting Administrator in the Glossary, is hereby amended to read: “A full-time Faculty member who chooses to accept an administrative position in an acting capacity (without going through the formal search process). ~~If an Administrator takes leave of four (4) weeks or less, Faculty shall not serve as the short-term acting Administrator.~~”


4. The second paragraph of Article V.A is hereby amended to read: “The Deans/Directors shall call for Faculty to submit CFES plans for the coming year and reports for the previous year. Deans/Directors shall choose an appropriate time for the start of the call period no later than twenty (20) business days, excluding semester breaks, before the date start of the semester the increment is due to begin. The call period shall end twenty (20) business days after the date start of the semester the increment was due to begin. The Dean’s/Director’s office must provide documented confirmation to the Faculty member of receipt of CFES materials. If the Faculty member submits these materials within the call period, and the evaluation is positive, the applicable increment shall become effective at the start of the semester appropriate to the initial hire date of the Faculty member, or on the anniversary date of initial hire for twelve-month Faculty. Faculty whose start date falls in the Tinalo or Finakpo session will follow the timelines for the faculty hired in the preceding semester for the purposes of CFES reporting, but their increment date and their review period will not change. Their first review will be prorated.”


5. The second paragraph of Article V.I of the Agreement is hereby amended to read: “If the Faculty member has applied in accordance with the procedures as distributed by the Dean/Director, the Faculty member will be notified of the Administration’s decision, to reappoint or not, at least twelve (12) months prior to the expiration of the Faculty member’s initial employment contract. The Faculty member will receive copies of all evaluative documents at every level of review and be afforded an opportunity to respond to them.”

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

**UOG FACULTY UNION:**


**UNIVERSITY OF GUAM:**

  
 \_\_\_\_\_ 9-26-24  
 Arun R. Swamy, Ph.D. Date  
 President, UOG Faculty Union

  
 \_\_\_\_\_ 9/26/24  
 Anita Borja Enriquez, D.B.A. Date  
 President

  
 \_\_\_\_\_ 9/26/24  
 Sandra H. McKeever Date  
 Chairperson, UOG Board of Regents

**Approved as to Form and Legality:**

  
 \_\_\_\_\_ 9/26/24  
 Anthony R. Camacho, Esq. Date