

Fed 25, 1977

Memorandum of Agreement #4

Whereas, Article XXIII of the 1976-78 Agreement between the State of New Jersey and the Council of N. J. College Locals, NJSFT-AFT, AFT-CIO (1976-78) provides that the college is to give priority consideration to an employee's request for utilization of vacation leave or compensatory time for the purpose of religious observances, this article does not make provision for faculty who are not eligible for vacation leave or compensatory time.

Therefore, pursuant to the current agreement between the Council of New Jersey State College Locals and the State of New Jersey, Trenton State College and Trenton State College #2364 AFT hereby agree as follows:

Faculty members missing classes for religious obligation days are to follow the procedures ~~previously~~ established for requesting and recording authorized absences. The blue faculty absence form is to be used for this purpose and must be signed by the department chairperson and the appropriate academic administrator. Approval will be given for alternate educational experiences which are consistent with those used for authorized leave. The monthly time report shall be marked "A" for those days so authorized.

Sick days used in the past for religious holidays shall be restored providing:

- a. The faculty member's attendance card reflects sick leave on religious holidays, and
- b. The faculty member has made a statement, in writing, that class responsibilities for those days have been fulfilled.

Date: February 25, 1977

Trenton State College
Local #2364

L.S. Arthur M. Steinman

Arthur Steinman, President

Date: Feb 25, 1977

Trenton State College
Local #2364

L.S. Robert G. Thrower

Robert G. Thrower
Spokesperson
Contract Administration Team