

MEMORANDUM OF UNDERSTANDING

Mediation Language Change in Article VI Section 5: *Stages in the Grievance Process*

This Memorandum of Understanding (MOU) is entered into by and between Heartland Community College ("the College") and the Heartland Adjunct Faculty Association, Local 6077, IFT/AFT, AFL-CIO ("the Association") for the purpose of addressing a change in the availability of federal mediation services through the Federal Mediation and Conciliation Service (FMCS). The current collective bargaining agreement provides that, prior to arbitration, the parties shall engage in at least one mediation session with FMCS. In light of recent federal executive actions, the FMCS has significantly reduced its availability for public sector union mediation.

Current language: Article VI Section 6.5 *Stages in the Grievance Process*

Stage 4:

If the Association is not satisfied with the written decision at the conclusion of Stage 3 and wishes to proceed further, the Association shall notify the Personnel Administrator of the Association's intent to arbitrate within 10 days of receipt of the decision at Stage 3. The parties agree to at least one mediation session with the Federal Mediation and Conciliation Service (FMCS) prior to arbitration, provided, however, that the parties shall immediately begin the process of selecting an arbitrator so as not to delay the grievance process should mediation be unsuccessful.

Proposed language: Article VI Section 6.5 *Stages in the Grievance Process*

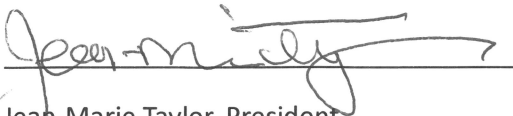
Stage 4:

If the Association is not satisfied with the decision in Stage 3 and wishes to proceed further, the Association shall notify the Personnel Administrator of the Association's intent to arbitrate within 10 days of receipt of the decision at Stage 3. The parties agree to at least one mediation session with a mediator mutually agreed upon or selected from a panel provided by the Federal Mediation and Conciliation Service (FMCS), the Illinois Education Labor Relations Board (IELRB), or agreed upon private mediator if the cost is reasonable and acceptable to both parties. If no reasonable alternative is identified or agreed upon, both parties may mutually waive the mediation step in writing for that specific grievance. Whichever method is selected, the parties shall immediately begin the process of selecting an arbitrator so as not to delay the grievance process should mediation be unsuccessful.

We agree to the proposed language change for Article VI Section 6.5 Stage in the Grievance Process.

HEARTLAND ADJUNCT FACULTY ASSOCIATION
IFT/AFT, AFL-CIO LOCAL 6077

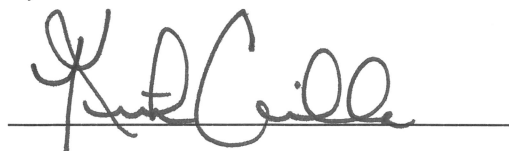
By:



Jean-Marie Taylor, President
May 19, 2025

HEARTLAND COMMUNITY COLLEGE
DISTRICT NO. 540

By:



Keith Cornille, President
May 19, 2025

