

RIGHTS, PRIVILEGES AND BENEFITS OF CONFIDENTIAL AND EXEMPT STAFF

Confidential and Exempt staff, excluded from collective bargaining, shall have the same rights, privileges and benefits as set forth in the designated bargaining unit agreement, as appropriate. Confidential and Exempt staff are not entitled to utilize the grievance procedure delineated in the bargaining unit agreements. However, Confidential and Exempt staff will be provided with an opportunity to present their complaints and appeal decisions by management through a formal complaint procedure pursuant to OMB 914 Complaint Policy – Non-Unionized Employees.

The Confidential and Exempt Secretarial and Clerical staff shall refer to the Mercer County Community College Federation of Secretarial, Clerical & Technical Employees, Local 2319, AFT, AFL-CIO bargaining unit agreement. The Confidential and Exempt Administrators shall refer to the Mercer County Community College Professional Staff Federation bargaining unit agreement.

Approved:

Board of Trustees
July 27, 1978

Revised:

September 13, 1979
October 16, 1980
June 17, 1982
June 21, 1984
June 19, 1986
July 20, 1989
July 18, 1991
December 18, 1991
June 18, 1992
June 17, 1993
June 16, 1994
June 15, 1995
September 21, 2006