

Settlement Agreement

Community College District 509 Elgin Community College and The Elgin Community College Faculty Association Local 3791 IFT-AFT, AFL-CIO, agree to settle Grievance #2009-2010-1 regarding Expense reimbursement filed by the Union in the summer of 2009.

In order to resolve the issue, the parties have agreed to the following:

1. The College and Union will obtain a list from the tax auditor of all non-taxable and taxable expense items.
2. The parties will convene a committee of representatives from the College and the Union to review the list of non-taxable and taxable items. The committee will develop a policy indicating taxable versus non-taxable items and a tax law appropriate procedure by which College Faculty will hereafter apply for expense reimbursement.
3. The Union agrees to drop any claim on expense reimbursements that were taxed in the tax year of 2008. Those taxed already for non-taxable items (as indicated by the above mentioned committee) in the tax year of 2009 will be reimbursed the amount they were taxed on the items.
4. The Union will give notice to employees to cease application for expense reimbursements until the committee completes its work and the Union and College jointly institute the new policy and procedure on reimbursements. In exchange, the College agrees to wave all expense reimbursement timelines until the new policy is implemented, so Faculty can later submit the expenses incurred while the committee was developing the new policy. Those Faculty who cannot wait to submit expenses will be taxed and shall release the College of any future claims to recoup taxed losses on those items for which they were reimbursed.
5. The Union agrees to extend the timeline on the College response to the grievance.

Elgin Community College District
#509

Elgin Community College Faculty
Association Local 3791

By: Anthony E. Spal

By: Sarah Z. Nye

Title: Managing Director of Human Resources

Title: President, ECCFA

Date: 8/13/09

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