

**TENTATIVE COLLECTIVE BARGAINING AGREEMENT BETWEEN
HENRY FORD COLLEGE BOARD OF TRUSTEES
AND
HENRY FORD COMMUNITY COLLEGE ADMINISTRATORS' ASSOCIATION LOCAL 71**

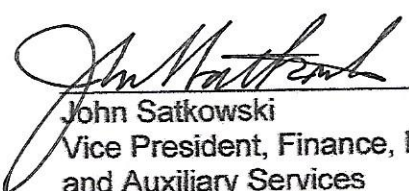
This Tentative Collective Bargaining Agreement ("Agreement") is executed by and between the Henry Ford College ("Employer") and the Henry Ford Community College Administrators' Association Local 71 ("Local 71"), collectively referred to as the "Parties."

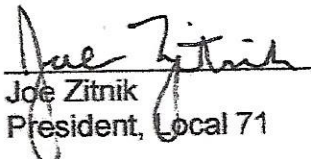
The Parties agree to a one year Collective Bargaining Agreement, incorporating the terms of the 2016-2021 Collective Bargaining Agreement pursuant to the modifications set forth below. All other provisions of the 2016-2021 Collective Bargaining Agreement remain unchanged other than changes to dates as appropriate consistent with this Agreement. This Agreement shall be effective on July 1, 2021 and shall expire on June 30, 2022.

Modifications	Contract Section Impacted
1. Delete steps 1 and 2 from the existing salary table	Article XXIII.A
2. On July 1, 2021, when step increases take place, any administrator progressing to a step with a 2% increase will be supplemented with an additional .8% increase such that the administrator's net increase in salary is equal to 2.8% on the new step paid over 12 months beginning on July 1, 2021.	Article XXIII.A
3. On July 1, 2021, when step increases take place, any administrator currently at step 18 will receive a 2.8% increase in salary paid over 12 months beginning on July 1, 2021	Article XXIII.A
4. In cooperation with Local 71 leadership, the College will initiate and complete salary studies for all staff within one-year of this Agreement.	New
5. The Parties will review the Tuition Grant process during the period of this Agreement and will address it as a subject of bargaining during the next round of negotiations.	Article XX.D

For Henry Ford College

For Local 71


 John Satkowski
 Vice President, Finance, Facilities, IT
 and Auxiliary Services
 Date 6/10/2021


 Joe Zitnik
 President, Local 71
 Date 6/19/2021