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**Montclair State University
and Local 1904 AFT/AFL-CIO
Coverage for the Friday after Thanksgiving and the Academic Calendar**

Professional Staff and Librarians

1. Unless the Legislature or Governor acts to declare the Friday after Thanksgiving a State holiday during the period December 2007-January 2011, the Friday after Thanksgiving is a workday.
2. In the event that the University wishes to close on this workday, each unit professional staff member and librarian will meet with his/her supervisor to determine how she or he will cover the Friday after Thanksgiving. The professional staff member or librarian may exercise any or the rights they have under the Statewide Agreement and may apply earned compensatory time approved in advance of it being worked, exercise the option of taking vacation time or work an additional holiday to cover the Friday after Thanksgiving.
4. Disagreements shall be decided by the next highest level of supervision, or, if necessary, by the President's designee in consultation with the Union's designee.
5. In the event the Legislature or Governor, by Executive Order, declares the Friday after Thanksgiving a State holiday, the time owed by unit members covered by this agreement shall be correspondingly reduced on a one-for-one basis.

University Counter Proposal
March 13, 2008