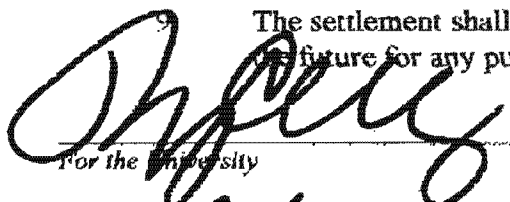


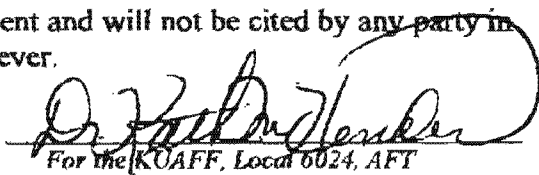
### Settlement of Agreement

In order to promote amicable Employer-Employee relations, and in settlement of the grievance involving Kean University's removal of over 100 "Adjunct Faculty" from the Adjunct Faculty bargaining unit, the parties hereby agree as follows:

1. The University shall provide the Union with the names of any and all "Adjunct Faculty" who were removed from the Adjunct Faculty bargaining unit during the Spring 2003 semester.
2. The University and the Union hereby agree that any and all "Adjunct Faculty" who were removed from the Adjunct Faculty bargaining unit shall be reinstated as provided in Article I, Section A. 1a. of the State-Union Agreement.
3. The reinstatement shall be retroactive to January 13, 2003.
4. The University shall be responsible for any and all retroactive representation fees due to the Union, prior to Pay Period #7. Prior to payment the employer shall share its calculations with the Union.
5. In the event that any or all retroactive or past due representation fees have been erroneously deducted from pay checks of the aforementioned "Adjunct Faculty" the University shall fully reimburse said employees.
6. A letter of explanation from the Administration will be sent to all affected "Adjunct Faculty".
7. The Union hereby agrees to withdraw the grievance and not pursue this matter in any other forum.
8. In the event that this settlement is violated, the Union has the right to file a grievance.

9. The settlement shall set no precedent and will not be cited by any party in the future for any purpose whatsoever.

  
 \_\_\_\_\_  
 For the University

  
 \_\_\_\_\_  
 For the KUAFF, Local 6024, AFT

UPAF  
 \_\_\_\_\_  
 Title/Position

President  
 \_\_\_\_\_  
 Title/Position

3/25/03  
 \_\_\_\_\_  
 Date

3-25-03  
 \_\_\_\_\_  
 Date

Copy: KUAFF, AFT Local 6024