

EXEMPTION CATEGORIES

1. Part-time faculty members who teach from a location in a right-to-work state;
2. Part-time faculty members who are appointed to teach a compressed course (eight weeks or less in duration or, for non-credit-bearing courses, ten weeks or less in duration)
3. Retired full-time faculty who have emeritus status;
4. Part-time faculty members who are not paid directly by MICA and whose services are instead procured through a contractual arrangement between MICA and the part-time faculty member's primary employer; or
5. Part-time faculty members who can reasonably demonstrate, through a written statement, that payment of an agency fee to the Union will have a material adverse impact on their employment outside of the College because of an actual, potential, or perceived conflict of interest. However, such part-time faculty members shall be required to make contributions in an amount equal to the agency fee to a recognized Section 501(c)(3) charitable organization.