

To: Part-time Instructional Faculty

From: Ms. Theresa Julien, Manager of Employee and Labor Relations
Office of Human Resources and Strategic Talent Management

Date: January 23, 2026

Subject: Application for Good Faith Consideration for Academic Year 2026-27

CC: All Deans and Department Chairs
Mr. Erik Swanson, Director of the Part-time Faculty Institute

This memorandum explains Good Faith Consideration (GFC) and what is required to apply in accordance with the Montgomery College and SEIU [Collective Bargaining Agreement \(CBA\)](#). Please read this information carefully. Applications that are incomplete, inaccurate, or submitted outside the application window are automatically disqualified by the system and cannot be corrected after submission.

What Is Good Faith Consideration (GFC)?

Good Faith Consideration means the College gives eligible SEIU part-time faculty priority consideration for future instructional assignments with a Course Reference Number (CRN), based on prior teaching history. GFC is governed by [Article 7, Section 7.3 of the CBA](#). GFC is not automatic, not guaranteed, and must be applied for each academic year.

Application Window and Submission

- Application cycle: Academic Year 2026-27
- Application opens: 12:00 a.m. on January 25, 2026
- Application closes: 11:59 p.m. on February 15, 2026
- Submission method: [Online submission form](#) (must be signed in with MyMC credentials)

Late submissions are not accepted under the CBA.

Who Is in the Bargaining Unit?

You are in the bargaining unit if you have taught at least nine (9) Equivalent Semester Hours (ESH) of credit courses within the prior two (2) academic years, as defined in Article 1.3(A) of the CBA. Only bargaining unit members may apply for GFC.

GFC Eligibility Requirements (Both Must Be Met)

To be eligible for GFC under Article 7.3, you must meet both of the following conditions:

1. Three-Semester Teaching Requirement

You must have been assigned and taught courses with a CRN in three (3) semesters

within the immediately preceding three (3) academic years. GFC is applied by corresponding semester:

- Fall to Fall
- Spring to Spring

2. Good Standing Requirement

You must be in good standing, meaning:

- No written or greater disciplinary action
- Not currently subject to a Performance Improvement Plan

Qualifying Semesters for the Academic Year 2026-27 Application

For this application cycle, the qualifying semesters are:

- Fall 2023
- Spring 2024
- Fall 2024
- Spring 2025
- Fall 2025
- Spring 2026

You must have taught in three (3) of these semesters, and each course must have been assigned a CRN. Non-instructional assignments without a CRN do not count toward GFC eligibility.

How GFC Is Applied

If approved, GFC applies to the amount of ESH taught in the corresponding prior semester, consistent with Article 7.3(B):

- Fall GFC is based on prior Fall teaching
- Spring GFC is based on prior Spring teaching

GFC does not carry across semesters and does not guarantee assignment if one of the conditions outlined in Article 7.3(C) applies, including course cancellations, program reductions, or performance-based determinations.

Regaining Lost ESH

If you previously lost ESH due to any of the following, you may request an opportunity to regain lost ESH under Article 7.3(E) during this same application window:

- Program or department downsizing
- Reduction in course offerings
- Course or section cancellation due to under-enrollment.

If approved, the College may allow you to regain ESH for up to two (2) subsequent semesters, provided:

- The course has a CRN
- You are qualified to teach the course
- The course is not assigned to another employee with GFC

Before You Apply: Quick Eligibility Check

Confirm the following before submitting:

- You are a bargaining unit member
- You taught in Fall 2023, Spring 2024, Fall 2024, Spring 2025, Fall 2025, and/or Spring 2026
- Each course had a valid CRN
- You are in good standing, as defined in Article 7.3 of the CBA
- You verified all CRNs, course numbers, and ESH totals

Application Accuracy Requirements

Under [SEIU CBA Article 7.2](#), it is your responsibility to submit a complete and accurate application. When entering information:

- Enter correct CRNs
- Enter correct course numbers
- Enter accurate ESH totals
- Complete all required fields
- Submit one eligible course per form submission

Multiple courses require separate submissions. **Do not combine courses on a single form.** Again, the system automatically disqualifies incomplete or incorrect submissions. The Employee and Labor Relations Team cannot override system denials, and late applications are not accepted.

Questions

We are here to support you through this process and thank you for your partnership in adhering to the application requirements and timelines. If you have any questions about GFC, please email GFC@montgomerycollege.edu before submitting your application.