

Memorandum of Understanding  
Tacoma Community College (TCC) and Washington Federation of State Employees  
Higher Education

2014/15 Article 13 - Annual Leave

The Tacoma Community College (hereinafter the "College"), and the Washington Federation of State Employees Higher Education (hereinafter the "Union"), hereby enter into and agree to the following memorandum of understanding.

**Current Language**

13.1 Regular exempt employees will retain and carry forward any unused annual (vacation) leave that was accrued prior to the effective date of this agreement not to exceed thirty (30) days. Annual leave is earned after the completion of each month the employee is in pay status for 10 or more days in the month.

For the 2014/15 fiscal year only Article 13.1 will be amended as follows:

13.1 Exempt employees will retain and carry forward any unused annual (vacation) leave that was accrued prior to the effective date of this agreement. By June 30, 2015 employee's annual leave shall not exceed thirty (30) days. Any leave in excess of thirty (30) days on June 30, 2015 will be extinguished. Annual leave is earned after the completion of each month the employee is in pay status for 10 or more days in the month.

All other sections of Article 13 remain the same. Employees should work with their management supervisor to schedule annual leave to ensure that annual leave balances do not exceed thirty (30) days at June 30, 2015.

This memorandum of understanding will be in force from January 1, 2015 to June 30, 2015.



Sherri-Ann Burke, Labor Advocate  
Representing WFSE Exempt Employees

12/11/2014  
Date



Silvia Barajas, Vice President  
Representing TCC Management  
on Behalf of the Board of Trustees

12/10/2014  
Date