

MEMORANDUM OF UNDERSTANDING
Tacoma Community College (TCC) and TCC Federation of Teachers

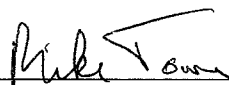
Procedure Relating to Reduction-in-Force
For Tenured Academic Employees

The Tacoma Community College (TCC) and the Tacoma Community College Federation of Teachers (TCCFT) hereby enter into and agree to the following memorandum of understanding.

The procedures relating to a reduction-in-force not pursuant to a declaration of financial emergency referred to in Articles 14.20 through 14.30 of the Faculty Negotiated Agreement are, by mutual agreement, to be interpreted as follows for the academic year 2010-2011:

1. The deadline to provide notice of termination shall be 70 days prior to the effective date of such termination. This is interpreted to mean on or before April 1, 2011
2. The deadline for an employee to request a hearing following a notice of termination is 10 days from the notice of termination. This is interpreted to mean on or before April 11, 2011.
3. The date of any hearing to consider the termination of any employees under this procedure shall occur not earlier than May 2, 2011 and not later than May 31, 2011 or by such other date as may be mutually agreed upon by TCCFT and the College.
4. The termination date for any employees laid off under this procedure shall be June 10, 2011.

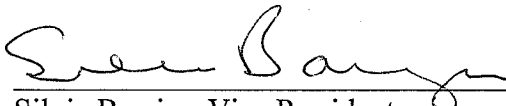
The timeline for all procedures described above and in the contract articles referenced herein is attached to this memorandum of understanding.



Mike Towey, President of TCCFT
Representing the TCCFT

3/10/11

Date



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

3/10/2011

Date