

**Memorandum of Understanding  
Tacoma Community College (TCC) and TCC Federation of Teachers  
Furlough Days**

The Tacoma Community College (hereinafter the "College"), and the Tacoma Community College Federation of Teachers (hereinafter the "Union"), hereby enter into and agree to the following memorandum of understanding.

This agreement suspends some of the provisions of articles 6.10-6.12 and 4.10 of the 2006-2009 Faculty Negotiated Agreement (which by mutual agreement is to be extended through the 2009-2010 academic year). The provisions not specifically suspended remain in full effect.

The length of the academic year and the full-time academic employee academic year appointment shall be reduced by five days, two days of which will be subtracted from the days identified in section 6.12 (b) (2) (cited below) and the remaining three of which will be deducted from the days identified in section 6.12 (b) (3) (cited below).

(2) Five (5) days for division/academic employee meetings, new academic employee orientation, in-service education, professional development activities, workshops, and minor curriculum revision and/or minor program development. Three of these days are normally scheduled prior to the start of fall quarter.

(3) Remaining non-instructional days to grade final exams, calculate course grades, review course evaluations, complete course preparation, pursue individual, professional development activities and perform other job responsibilities identified in 6.22. The individual's immediate supervisor shall be informed of the work arrangements (i.e., site, time, activity, etc.) for these days.

Academic employees will not receive pay for those five days. This modification of the academic year and appointment will have the effect of reducing their contracts, as specified in Article 6.11, from 176 to 171 days. This agreement will take effect and remain in effect only if the Tacoma Community College Washington Federation of State Employees, Tacoma Community College Washington Public Employees Association, and exempt employees of Tacoma Community College agree to a proportional reduction in days or hours, equivalent to a 2.8% reduction in length of contract.

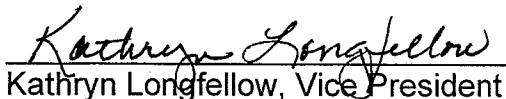
This agreement does not limit any pay raises or increments that are allowable by law and may be funded by the legislature or through the application of turnover dollars which can be applied to academic employee increments.

It is further agreed that, notwithstanding any of the previous provisions of this agreement, any furlough that legislation, the governor, or the State Board for Community and Technical Colleges imposes upon the academic employees of Tacoma Community College and that thus reduces the pay of academic employees will nullify this agreement.



\_\_\_\_\_  
Mike Towey, President of TCCFT  
Representing the TCCFT Academic Employees

3-10-09  
Date



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Kathryn Longfellow, Vice President  
Administrative Services  
Representing TCC Management on Behalf of the  
Board of Trustees

3.10.09  
Date