

**Memorandum of Understanding
By and Between
Cascadia Community College Federation of Teachers
And
Cascadia Community College**

**Regarding the
Timing of the Leave Conversion**

This memorandum of understanding is entered into by and between the Cascadia Community College Federation of Teachers, Local 6191 (CCCFT) and Cascadia Community College, District No. 30, (College) for the purpose of outlining the timing of the conversion of leave for both full-time and part time faculty as has been negotiated by both parties. Article 14, **Leave Provisions**, sets forth the conditions for the accrual and use of leave.

The collective bargaining agreement was ratified by the CCCFT on September 19, 2006 and the College Board of Trustees on October 18, 2006. Rather than start the conversion in the middle of the term it is agreed by both parties that leave shall be accrued as described in the negotiated agreement effective January 1, 2007. This MOU shall only affect the timing of the conversion from leave days to leave hours. The total number of compensable leave hours accrued in the 2006-2007 academic year shall be consistent with the contract.

Effective January 1, 2007 all leave balances in days will be converted to hours at the rate of one (1) day equals eight (8) hours. Compensable leave days will be converted to compensable leave hours and non-compensable leave days will be converted to non-compensable leave hours.

Cascadia Community College
Federation of Teachers, Local 6191

Cascadia Community College,
District No. 30

By: _____
Ms. Donna Thompson, President

Dr. William E. Christopher, President

CCCFT Bargaining Team
Dr. Brian Bansenauer
Dr. David Buchthal
Mr. Michael Panitz
Ms. Donna Thompson
Ms. Nancy Kennedy, AFT WA

CCC Administrative Bargaining Team
Dr. Jean Hernandez
Mr. Terence Hsiao
Mr. Gary Koppang