

MEMORANDUM OF UNDERSTANDING
Between
BATES TECHNICAL COLLEGE
And
BATES TECHNICAL COLLEGE LOCAL 4184 AFT WASHINGTON / AFL-CIO

RETIREMENT/RESIGNATION EARLY NOTIFICATION INCENTIVE

This MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between Bates Technical College (“College”) and Bates Technical College Local 4184 AFT Washington / AFL-CIO (“Union”).

WHEREAS, the College and the Union are parties to a collective bargaining agreement (“CBA”) in effect July 1, 2021 through June 30, 2024 containing information regarding Retirement/Resignation Early Notification Incentive; and

WHEREAS, the College and the Union desire to replace contract language in Section 7.16 Retirement/Resignation Early Notification Incentive in the 2021-2024 CBA; and

WHEREAS, the College and the Union desire to not restrict the notification timeline to notifications only provided in June 1st through November 1st annually; and

WHEREAS, the College and the Union desire to provide a one-time incentive to faculty in full-time or tenured positions who provide a written notification to the College at least six (6) months prior to their expected retirement or resignation; and

WHEREAS, the notification incentive will assist the College to perform a timely effective recruitment search for vacancy replacement which will have less impacts on the students served.

AGREED BY AND BETWEEN THE PARTIES, in consideration of the mutual understanding contained herein, that:

1. Article 7.16 *Retirement/Resignation Early Notification Incentive* of the CBA is hereby amended and shall replace current contract language as follows on the effective date of this MOU:

“1. To assure sufficient time for an effective search for a replacement, the College will provide a one-time incentive to faculty in full-time or tenured positions who provide a written notification to the College giving at least six (6) months prior notice of their expected retirement or resignation date. Full-time or tenured faculty who have at least ten (10) years of service as of their last date of employment, will receive a two-thousand-dollar (\$2,000) incentive; faculty in

full-time or tenured positions with less than ten (10) years of service as of their last date of employment will receive one-thousand-dollar (\$1,000) incentive.”

Paragraph Nos. 2 and 3 of Article 7.16 remain unchanged.

2. The College agrees to acknowledge and provide incentives to full-time and tenured faculty who are current employees of the College as of the signed date of this MOU, utilizing the above language. (For example, if the MOU was signed as of June 30, 2022, and the College was provided proper notification on January 1, 2022 for a retirement or resignation on July 1, 2022, it intends to honor the language contained within this MOU.)
3. The parties acknowledge that their respective decisions to enter into this MOU do not constitute an admission of wrongdoing or liability by either party.
4. Any action to enforce or interpret this MOU shall be made through the grievance process provided in Article VI of the collective bargaining agreement between the College and the Union.
5. Except as described in this Memorandum, the terms and conditions of the collective bargaining agreement will remain in effect during the duration of the collective bargaining agreement.
6. This Agreement constitutes the entire agreement between the parties relating to the matters set forth herein. Except as expressly provided herein, this Agreement supersedes all prior communications, oral or written, between Bates Technical College and the Union regarding the subject matter hereof.
7. No revision or waiver of this Agreement shall be valid unless made in writing and signed by duly authorized representatives of the parties.

IN WITNESS WHEREOF, we have set our hands on the dates indicated.

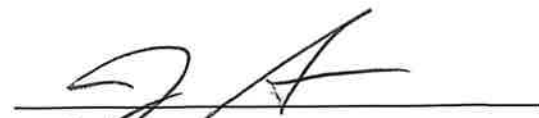
BATES TECHNICAL COLLEGE
1101 S. Yakima Ave.
Tacoma, Washington 98405



Kameil Borders
Executive Director of Human Resources

August 4, 2022
Date

BATES TECHNICAL COLLEGE LOCAL 4184
AFT WASHINGTON / AFL-CIO



Jim Androy
Faculty Union President

27 JUL 2022
Date