The purpose of this Memorandum of Understanding between the United Faculty of Central Washington University (the "Union"), and Central Washington University (the "University") is to memorialize an agreement reached between the parties relating to the billing process associated with the Union buy-out of effort as laid out in Section 4.9 of the governing Collective Bargaining Agreement, dated October 2, 2009.

Recitals

Article 4.9 allows the Union to purchase workload units of reassigned time.

As described, the Union must notify the University no later than May 15th of the previous academic year (AY), regarding how many workload units are to be purchased, and for whom, so that their salaries can be calculated. The University then generates one invoice for the costs as expected for the upcoming AY.

The Union is requesting a change to this process that would parse out the annual invoice, and change to quarterly invoices. In addition, they request to change the allocation and the amount from quarter to quarter.

Agreement

Now, therefore, the parties agree as follows:

To replace the existing Article/Section 4.9 with:

4.9 The Union may, at its discretion, purchase up to ninety (90) workload units of reassigned time per academic year. The number of workload units and the dollar amount represented will be reassessed for every quarter, and the Union will be invoiced each quarter. To accomplish this, the Union will provide the Office of the Provost, by the deadlines listed below, with a list of those individuals whose time it will be buying for the upcoming academic quarter and the number of workload units allocated for that quarter.

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Notification Deadline</th>
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<tr>
<td>Fall</td>
<td>No later than May 15th, prior AY</td>
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<tr>
<td>Winter</td>
<td>No later than November 15, prior Qtr.</td>
</tr>
<tr>
<td>Spring</td>
<td>No later than February 5, prior Qtr.</td>
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4.9.2 If the University does not receive an updated list by these dates, the invoice will be based on the information provided for the last Quarter for which an active list was received.
4.9.3 The University will generate all invoices in good faith, and any errors or changes will be dealt with by both parties in good faith.

4.9.4 For any such individuals, the Union will only be responsible for paying the salary cost of the affected member; the University will remain responsible for all benefit costs.

4.9.5 The Union will remit payment within thirty (30) days of receipt of an invoice for such workload reassignment.

Signed & Dated this ___ day of Dec., 2010.

Dennis R. Defa
Asst. Vice President for HR/Faculty Relations
Central Washington University

Robert Hickey
President
United Faculty of Central