

MEMORANDUM OF UNDERSTANDING

**BETWEEN CENTRAL WASHINGTON UNIVERSITY AND
THE UNITED FACULTY OF CENTRAL WASHINGTON UNIVERSITY**

The purpose of this Memorandum of Understanding between Central Washington University (the "University") and the United Faculty of Central Washington University ("UFC") is to memorialize an agreement reached between the parties modifying the 2013-2017 Collective Bargaining Agreement ("CBA"), Article/Section 17.3.3 (a).

Recitals

Article/Section 17.3.3, Amount of Short-Term Disability Leave, entitles full-time non-tenure track faculty with annual or multi-annual contracts to up to 10 weeks of short-term disability leave, or the end of the quarter in which the disability occurs, whichever period is shorter.

The current contract language, "...or until the end of the quarter in which the disability occurs, whichever period is shorter" causes unfair and unintended consequences for faculty who have a qualifying event occur near the end of a quarter during the contract period. As an example, if a faculty member has a qualifying event occur on December 5th, they would be eligible for 2 weeks of sick leave, but no short-term disability because the end of the quarter would be December 15th. If a faculty member has a qualifying event occur on December 16th, they would be eligible for 2 weeks of sick leave and up to 10 weeks of short-term disability, for a total leave period of up to 12 weeks. Both the University and UFC are in agreement that the language should be changed from end of the quarter to end of the contract year.

Agreement

Now, therefore, the parties agree as follows:

To replace the existing Article/Section 17.3.3 (a) with:

Full-time non-tenure track faculty with annual or multi-annual contracts shall be entitled to take short-term disability leave for ten (10) workweeks, or until the end of the contract year in which the disability occurs, whichever period is shorter.

This Memorandum of Understanding will take effect immediately, and shall remain in effect until midnight August 31, 2017.

FOR CENTRAL WASHINGTON
UNIVERSITY

FOR THE UNITED FACULTY OF
CENTRAL WASHINGTON UNIVERSITY



James L. Gaudino
President, CWU

2/14/17
Date



Roxanne Easley
President, UFC

2/14/17
Date