

Memorandum of Understanding Promotion Increase

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 during labor negotiations for a new collective bargaining agreement (the "Agreement").

Recital

Under the terms of the parties' 2006-2009 collective bargaining agreement, faculty members receiving a promotion receive a salary increase of at least ten percent (10%). The Provost may, however, grant faculty members larger promotional increases based on consideration of market factors, personal achievement and other equitable factors. Due to funding and legal constraints applicable to the University during 2009, faculty members receiving promotions effective September 2009 received only the minimum ten percent (10%) salary increase. The parties wish to permit such faculty to request reconsideration of their promotional increase when the legal constraints on the University have expired.

Agreement

Now, therefore, the parties agree as follows:

Faculty promoted effective September of 2009 may submit a written request for a review of their salary following promotion based on consideration of the factors described in Section 15.4 of the Agreement. Requests must be submitted to the Provost on or before January 1, 2010. The amount of additional salary increases, if any, will be determined by the Provost on an individual basis. Any increases awarded by the Provost will take effect September 2010.

Signed and Dated this 27 day of August, 2009.

Central Washington University

United Faculty of Central Washington
University



By _____
Its _____



By _____
Its _____