MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON COMMUNITY COLLEGE COALITION
AND
THE WASHINGTON PUBLIC EMPLOYEES ASSOCIATION

2019-2021 Collective Bargaining Agreement
Article 42 – Compensation, Section 42.7 – Salary Assignment Upon Promotion

This Memorandum of Understanding (MOU) is entered into by and between the State of Washington Community College Coalition (State CCC / Employer) and the Washington Public Employees Association (Union / WPEA).

The purpose of this MOU is to align the promotion salary assignment language with the new IT Professional Structure, to ensure that the outcome is consistent for the ITPS and other job classifications.

The parties thereby agree to modify Article 42, Compensation, Section 42.7, Salary Assignment Upon Promotion, in the parties’ 2019-2021 Collective Bargaining Agreement, as follows:

42.7 Salary Assignment Upon Promotion

A. Employees promoted to a position in a class whose salary range maximum is less than fifteen percent (15%) six (6) ranges higher than the salary range maximum of the former class will be advanced to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step.

B. Employees promoted to a position in a class whose salary range maximum is fifteen percent (15%) six (6) or more ranges higher than the salary range maximum of the former class will be advanced to a step of the range for the new class that is nearest to ten percent (10%) higher than the amount of the pre-promotional step.

C. Recruitment, Retention, other Business Needs or Geographic Adjustments
The Employer may authorize more than the step increases specified in Subsections 42.7 A and B, when there are recruitment, retention, or other
business needs, as well as when the employee’s promotion requires a change of residence to another geographic area to be within a reasonable commuting distance of the new place of work. Such an increase may not result in a salary greater than the range maximum.

Dated: 6/1/19

For the State CCC
Valerie Inforzato, Labor Negotiator

For the Union
Lane Hatfield,
Contract Administration Director