Memorandum of Understanding  
Between  
Bates Technical College District No. 28  
And  
Tacoma Education Association (TEA)  
Tacoma Association of Professional-Technical Employees (TAPTE)  

Regarding Exception to Temporary Hourly Criteria

The College and the Union agree to amend Section 1.6.2 of the Professional-Technical Employees collective bargaining agreement due to the uniqueness of certain temporary hourly positions.

Section 1.6.2 - A Temporary Hourly Employee is defined as:

a. An individual employed to fill in for a regular employee who is either on a short or long term absence;

b. An individual employed on an hourly or on-call basis to fill in during a workload peak when there is a need to perform work for not more than twelve (12) continuous months in the same position or department. Exceptions may be authorized with mutual consent of Administration and the Association.

c. An individual employed in a temporary special funded position; or

d. An individual temporarily employed in a vacant/open position.

Ivan Gorne  
Chief Negotiator  
Vice President, Student Services

Rebecca (Becky) Welch  
PTE Union, Acting President