



**Memorandum of Understanding
Between
The AFT Renton Technical College Classified and
Renton Technical College**

This Memorandum of Understanding is intended to signify the agreement between the AFT Renton Technical College Classified and Renton Technical College to incorporate changes in Article 18 of the collective bargaining agreement between the AFT Renton Technical College Classified and Renton Technical College consistent with in RCW 43.01.040 - .044. Members of AFT Classified may carry over up to 280 hours of vacation. Employees may also receive payment for up to 280 hours of vacation upon separation.

18.4 Payment Upon Separation

Any employee leaving the employ of the College, who has completed the probation period, will be paid for accrued vacation not to exceed ~~240~~ 280 hours.

18.5 Payment Upon Death of the Employee

Upon death of an employee in active service, earned vacation, not to exceed ~~240~~ 280 hours, will be paid, upon request, to the estate of the deceased employee.

18.6 Resignation Notice

Each employee is encouraged to give the College at least two (2) weeks' notice of their intention to quit. Failure of the employee to give such notice shall not constitute a breach of contract by the Union.

18.7 Authority to Use Vacation in Lieu of Sick Leave

An employee who has exhausted other applicable leave may request that earned vacation be allowed to cover absences. Requests will be considered on an individual basis. It is understood that vacation is not to be used intermittently to cover normal illness or absence due to regular appointments.

18.8 Maximum Accrual

Vacation credit currently due but unused by the new accrual date each year may be carried over to a maximum of ~~240~~ 280 hours as provided in [RCW 43.01.040](#). No employee shall be denied accrued vacation benefits due to College employment needs.

18.9 Change in Accrual Rate

The vacation accrual rate shall change on the employee's anniversary date.



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18.10 Accrual and use Begins

Employees shall accrue vacation leave beginning with their anniversary date, but shall not be allowed to use such leave for their first six (6) months.

This change takes effect July 1, 2024, and this memorandum of understanding will be sunset with changes incorporated into the new primary agreement.

Signed on this day, June 27, 2024,

A handwritten signature in blue ink, appearing to read "Jonathan Wilder".

Jonathan Wilder, President
AFT Renton Technical College Classified

A handwritten signature in black ink, appearing to read "Yoshiko Harden".

Yoshiko Harden, President
Renton Technical College