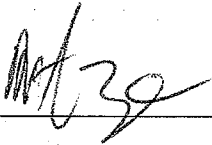
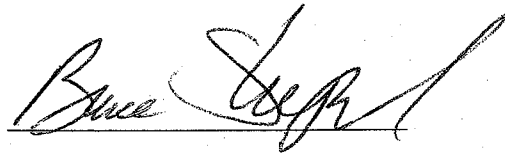


**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNITED FACULTY OF WESTERN WASHINGTON
AND
WESTERN WASHINGTON UNIVERSITY**

1. The parties agree that the review of Special Merit applications as described in Section 22.2 of the Collective Bargaining Agreement has been completed and that the Special Merit awards are ready for distribution.
2. The parties further agree that the Special Merit salary increases shall be distributed according to the recommendations of the Special Merit committee on September 15, 2010. For the 2009-2010 school year, \$180,000 shall be used to fund courses staffed by Non Tenure Track Faculty. This money shall not be used for courses funded through the regular budget process. The \$180,000 that would have been used for special merit awards in 2009-10 shall be used to fund courses that would not otherwise have been funded as a result of budget cuts.
3. Western Washington University agrees to provide the United Faculty of Western Washington with an accounting of which courses have been funded with the \$180,000.



William Lyne
President, UFWW



Bruce Shepard
President, WWU