

# MEMORANDUM OF UNDERSTANDING

By and Between  
Everett Community College  
and  
AFT Everett Higher Education Local 1873, AFT, AFL/ CIO

## Extension of the 2022-2025 Collective Bargaining Agreement

This Memorandum of Understanding ("MOU") records the agreement made between Everett Community College (the "College") and AFT Everett Higher Education Local 1873, AFT, AFL/ CIO (the "Union"), regarding the extension of the current Collective Bargaining Agreement ("CBA") by nine (9) months. As such, the terms of the current CBA, which covers July 1, 2022 through June 30, 2025, will remain in effect until March 31, 2026, subject to the following:

1. The parties agree to make all reasonable efforts to complete contract negotiations and execute a successor agreement no later than March 31, 2026. The parties recognize that additional extensions of the current CBA may be necessary beyond the extension covered by this MOU.
2. Any memorandum of understanding, letter of agreement, or other executed agreement between that parties that has a term explicitly ending upon expiration of the CBA is also extended until March 31, 2026 (unless otherwise terminated).
3. Any memorandum of understanding, letter of agreement, or other executed agreement between the parties that has a term explicitly ending on or before June 30, 2025 is not automatically extended by this MOU, unless otherwise agreed to in writing.
4. The memorandum of understanding regarding "alternative schedule for certain probationary faculty" between the parties, fully executed on or about June 14, 2024, is extended until March 31, 2026 (unless otherwise terminated).
5. This MOU represents the full and final agreement between the parties. Any modification of this agreement must be made in writing and signed by both parties.

AFT Everett Higher Education Local 1873, AFT, AFL/ CIO

By: Nina F. Benedetti  
Nina Benedetti  
President

06/10/2025  
Date

Everett Community College

By: Jerry Martin  
Jerry Martin  
Chair, Board of Trustees

06/17/25  
Date