

**Southwestern Oregon Community College Classified Federation  
SWOCCCF Local 3972**

P.O. Box 741 • Coos Bay, OR 97420  
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**MEMORANDUM OF UNDERSTANDING**

**Between**


**SOUTHWESTERN OREGON COMMUNITY COLLEGE DISTRICT**

**AND**


**SOUTHWESTERN OREGON COMMUNITY COLLEGE  
CLASSIFIED FEDERATION, LOCAL 3972, AFT, AFL-CIO**

Effective October 25, 2010, SOUTHWESTERN OREGON COMMUNITY COLLEGE and SOUTHWESTERN OREGON COMMUNITY COLLEGE CLASSIFIED FEDERATION, LOCAL 3972, AFT, AFL-CIO agree to the following:

1. Whenever an employee's position has been substantially modified resulting in the employee being placed in a lower salary level, the employee shall be placed at the new regular level and step at or nearest to, but not to exceed his/her current salary and step.
2. Whenever an employee accepts a regular position at a lower salary level, the employee shall be placed at the new regular level and step at or nearest to, but not to exceed his/her current salary and step.
3. This memorandum of understanding shall be in effect from July 1, 2010 through June 30, 2011.

  
Vickie Brumit, Classified Union President

Date: 10/27/10

  
Dr. Patty Scott, College President

Date: 10-27-10