


MEMORANDUM OF AGREEMENT

In the interest of fostering cooperative labor-management relations, the Federation of Technical College Teachers, Local 1942, AFL-CIO (hereinafter "the Union") and the Board of Trustees of Community-Technical Colleges (hereinafter "the Board") hereby agree as follows:

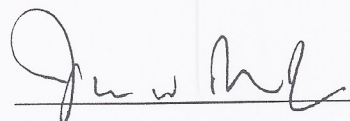
1. Four days will be credited to the sick leave balance of John DeFilippo, now retired from the faculty at Naugatuck Valley Community-Technical College, and if any dollar amount is due Mr. DeFilippo on account of this retroactive crediting of time, it will be paid.
2. No later than December 15, 1998, the Union will identify any members of the bargaining unit whose sick leave balances may have been charged for days on which they were sick but not scheduled to work on or after March 11, 1997. Subject to verification by the Board, any such member will be credited with sick time for those days or compensated if any dollar amount is due.
3. The grievance filed on behalf of John DeFilippo on March 11, 1997 will be withdrawn and will not be reasserted.
4. Without acquiescing in the Union's interpretation of the contract, the Board agrees to refrain from charging to sick leave days on which members of the bargaining unit have no assigned work obligations. As the parties recognize that this agreement deals with a disputed subject matter, the Union and the Board further agree that the terms of this paragraph shall be extinguished when a negotiated agreement or arbitrator's award is achieved that addresses this subject.
5. This Agreement shall not constitute an admission of liability on the part of the Board.
6. This Agreement shall have no value as precedent.

FEDERATION OF TECHNICAL
COLLEGE TEACHERS, AFT
LOCAL 1942, AFL-CIO

BOARD OF TRUSTEES
OF COMMUNITY-TECHNICAL
COLLEGES



Date



Date