

**Memorandum of Understanding L  
to the Agreement by and between  
Lake Washington Institute of Technology  
District No. 26  
and the  
Lake Washington Federation of Teachers  
Local 3533  
Effective October 16, 2020**

This Memorandum of Understanding is supplemental to the above-referenced Agreement by and between the College and the Federation (hereafter referred to as the "Agreement" and incorporated herein by reference).

The College and Federation recognize this country is in unprecedented times, causing significant challenges socially, politically, physically and mentally. The College and Federation recognize the upcoming US Presidential election has the potential to bring undue stress for faculty, particularly Black, Indigenous, and People of Color (BIPOC) faculty, no matter the outcome of the election.

Safety and support for all faculty, and marginalized faculty in particular, is a paramount priority for LWTech. In the days surrounding Election Day, faculty are encouraged to take extra effort to exercise self-care during these challenging times, including but not limited to taking accrued sick days and utilizing the Employee Assistance Program.

Election day is a non-instructional day, but the ensuing days could prove to be very challenging for this country and in LWTech classes. Affected faculty have flexibility to alter synchronous learning with asynchronous learning to ease the burden.

Lake Washington Federation of Teachers,  
Local 3533

Dated: 10/23/2020

By:

*Andrea Westman*

\_\_\_\_\_  
Dr. Andrea Westman, President

Lake Washington Institute of Technology  
District No. 26

Dated: 10/23/2020

By:

*Amy M. Morrison*

\_\_\_\_\_  
Dr. Amy Morrison, President