

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
DEPARTMENT OF CHILDREN, YOUTH, AND FAMILIES, DEPARTMENT OF
SOCIAL AND HEALTH SERVICES AND DEPARTMENT OF VETERANS AFFAIRS
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES
EMPLOYEE SAFETY WORK GROUP

Due to continued safety challenges specifically related to employee assaults from clients/patients/residents, the Employer and the Union agree to form a joint employee safety work group. Membership will consist of DCYF, DSHS and DVA management from headquarters and the facilities, OFM/LRS as appropriate, and WFSE leadership and representatives selected by WFSE. The purpose of the workgroup is to analyze available data, identify specific challenges at individual facilities related to client/patient/resident assaults, and collaborate on strategies and solutions to address the identified challenges.

The parties agree:


1. Workgroup membership is limited to five (5) Employer representatives and five (5) employee representatives from each agency. Additional paid staff from the Employer and Union may also attend.
2. Release time during normal work hours to prepare for and participate in the workgroup meetings will be considered time worked. Employee representatives will be allowed reasonable time, as determined by the Employer, to travel to and from meetings conducted during their normal work hours. Time spent traveling during the employee's non-work hours in order to attend the meetings will not be considered time worked. An employee representative may be authorized by their supervisor to adjust their work schedule, take leave without pay, compensatory time, exchange time or vacation leave to travel to and from the meeting.
3. The workgroup will be established no later than October 31, 2024, and extended by the parties through mutual agreement.

1 4. The workgroup will meet at mutually agreed-upon times, every three (3)
2 months for a minimum of two (2) hours. The location and determination of venue
3 (in person, virtual or both) will be determined at the time of scheduling.

4 5. Any recommendations resulting from this workgroup remain subject to the
5 provisions of Article 38, Mandatory Subjects, of the parties' Collective
6 Bargaining Agreement.

7 This MOU is effective upon full execution and expires June 30, 2025.

For the Employer:



9/19/2024
Scott Lyders, Senior Labor Negotiator
OFM/SHR Labor Relations &
Compensation Policy Section

For the Union:



9/19/2024
Amy Spiegel, Director of
Advocacy
WFSE/AFSCME Council 28

8

9