

**MEMORANDUM OF UNDERSTANDING BETWEEN  
THE STATE OF WASHINGTON  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES, COUNCIL 28**

**Department of Children, Youth, and Families**

To address staff support following critical incidents at the Department of Children, Youth, and Families, the parties agree to the following:

1. The Department of Children, Youth, and Families (DCYF), the Union, and members selected by the Union will meet to collaboratively develop a process to address the support and aftercare following a critical incident.
2. The parties will meet at mutually agreed-upon times and the location and determination of venue (in person, virtual or both) will be determined at the time of scheduling.
3. Release time during normal work hours to prepare for and participate in the 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 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.

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

*An electronic signature to this MOU shall be given effect as if it were an original signature.*

For the Employer



9/19/2024

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

For the Union

*Amy M. Spiegel* 9/19/2024

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Amy Spiegel, Director of Advocacy  
WFSE/AFSCME Council 28