

**R. MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
DEPARTMENT OF SOCIAL AND HEALTH SERVICES  
AND  
WASHINGTON FEDERATION OF STATE EMPLOYEES**

**Compensatory Time in Lieu of Overtime during Emergency Staffing in 24/7  
Operations – Developmental Disabilities Administration and Behavioral Health  
Administration**

Due to the continuing COVID-19 pandemic, and in anticipation of additional staff shortages related to Proclamation 21-14, the Department of Social and Health Services (DSHS) is experiencing emergency staff shortages at many of its 24/7 facilities within the Developmental Disabilities Administration (DDA), Residential Rehabilitation Centers (Lakeland Village, Yakima Valley School, Rainier School, and Fircrest School) and the Behavioral Health Administration (BHA) 24/7 facilities (Eastern State Hospital, Western State Hospital, Child Study Treatment Center, Special Commitment Center, Fort Steilacoom, and Maple Lane).

In recognition of overtime-eligible employees performing assigned work during times of emergency staffing at the above-referenced facilities, the Employer and Union enter into this MOU.

The Employer and Union agree to the following, in addition to the terms and conditions already agreed upon under the parties' "Compensatory Time for DSHS 24/7 Facilities" MOU:

- The Employer will under the terms outlined below grant compensatory time in lieu of cash payment for overtime to an overtime-eligible employee at a DDA or BHA 24/7 Operations facility specifically referenced above who volunteers to work overtime during staffing emergencies related to Proclamation 21-14, as determined by the Superintendent of the facility.
- In order to grant compensatory time for this purpose under designated emergency staffing, there must be mutual agreement between the employee and Superintendent/designee.
- Compensatory time will accrue at a rate of one and one-half (1-1/2) hours of compensatory time for each hour of voluntary overtime worked.
- Compensatory time will be paid only for those hours actually spent performing the duties of the assigned job during designated emergency staffing hours.

- It is management's sole prerogative to determine when emergency staffing and voluntary overtime hours exist.
- Emergency staffing and voluntary overtime hours available may differ by DDA facility due to the operational needs of the individual facility.
- Employees will follow the rules of compensatory time use per Article 7.5.C, with the exception that compensatory time accrued in accordance with this MOU can only be used for planned leave.

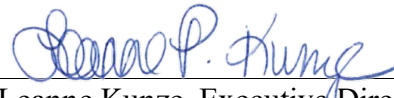
Nothing in this agreement will supersede Employer's management rights under the Collective Bargaining Agreement.

**This provision is effective ~~November~~ March 1, 2021~~2022~~, through ~~February~~ March 28~~31~~, 2022 unless extended by mutual agreement of the parties.**

**Dated ~~January 24~~ February 17, 2022**

For the Employer:

For the Union:



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Scott Lyders, Labor Negotiator  
OFM/SHR/LRS

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Leanne Kunze, Executive Director  
Washington Federation of State Employees