

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

24/7 Facility Premium Pay

Washington State 24/7 facilities provide vital services to vulnerable individuals within our care. To recognize employees that are providing the services required at these facilities and to strengthen recruitment and retention efforts to ensure continued delivery of services, the parties agree to implement a temporary 24/7 Facility Premium Pay as follows:

Employees who are assigned to a facility that provides direct care to residents, patients and/or clients and whose duties are required to be performed on location will receive a ~~two and one-half~~ five percent (2.5%) premium pay for all hours actually spent working on location. Agency locations that are designated as 24/7 facilities are listed in Attachment A to this Memorandum of Understanding and the agency shall determine which positions are eligible for this premium pay. The determination of position eligibility shall not be subject to the grievance procedure.


For the purposes of this MOU holidays not worked and hours designated as vacation leave, sick leave and compensatory time shall not include the additional 2.5% premium. Employees in positions whose duties are not required to be performed on location and who are eligible for regularly scheduled telework shall not be eligible for this premium pay unless their telework agreement specifically requires them to work on location three or more days per week. This premium pay is added to the base salary and shall expire on June 29, 2025.

Dated _____



TENTATIVE AGREEMENT REACHED

For the Employer:

For the Union:



Scott Lyders, OFM
Labor Negotiator

Chris Fox
WFSE/AFSME Council 28
Chief Negotiator

09/21/2022
Date

9/21/22
Date

Attachment A

| Agency | Location |
|-----------------|---|
| DCYF | JR Secure Residential Facilities JR Community Residential Facilities |
| DSHS-BHA | Eastern State Hospital Western State Hospital (Civil and Gage) Special Commitment Center (to include Secure Community Transition Facilities) Child Study Treatment Center Fort Steilacoom Competency Restoration Program Maple Lane Competency Restoration program Maple Lane Residential Treatment Facility Maple Lane NGRI Brockmann Campus Residential Treatment facility |
| DSHS-DDA | Lakeland Village RHC Rainier School RHC Fircrest School RHC Yakima School RHC State Operated Community Residential |
| DVA | Orting Port Orchard Spokane Walla Walla |