

1 **ARTICLE #42-ADDENDUM**
2 **COMPENSATION NEW SECTION ONE TIME RETENTION/RECOGNITION**
3 **BONUS**

4 **MEMORANDUM OF UNDERSTANDING**
5 **BETWEEN**
6 **THE STATE OF WASHINGTON**
7 **AND**
8 **WASHINGTON FEDERATION OF STATE EMPLOYEES**

9 **Implementing Service Recognition and Retention Lump Sum Payment**

10 This Memorandum of Understanding (MOU) by and between Washington State
11 (Employer), the Washington State Office of Financial Management, State Human
12 Resources, Labor Relations Section, and the Washington Federation of State Employees
13 (WFSE) is entered into for the purposes of implementing a recognition lump sum payment.

14 **A.** **In recognition of the service state employees have provided the citizens of**
15 **Washington throughout the COVID pandemic and the urgent-need to retain**
16 **critical state employees in all state agencies; a one-time bonus will be provided.**
17 **Effective July 1, 2023, bargaining unit employees will be eligible to receive a**
18 **one-time lump sum payment of one thousand dollars (\$1,000.00) if they meet**
19 **the following condition:**

20
21 **1.** **Was hired on or before July 1, 2022 and still employed on July 1, 2023 and**
22 **did not experience a break in service. Employees who meet the definition**
23 **of career seasonal are not considered to have a break in service.**

24
25 **B.** **The lump sum bonus will be reflected within the employee’s paycheck subject**
26 **to all required state and federal withholdings and will be paid no earlier than**
27 **July 25, 2023. The one-time bonus will not be subject to union dues or other**
28 **union fees.**

1
2 C. **Bargaining unit employees will only receive one lump sum payment regardless,**
3 of whether they occupy more than one position within State government or
4 higher education.
5

6 a. Employees that hold more than one position within State government or
7 higher education; the position for which they work the majority of their
8 hours will be responsible for processing the lump sum payment.

9 b. Payment eligibility is based on employee's position on July 1, 2023


10 D.
11 E.D. The amount of the lump sum payment for part-time and on call employees will
12 be proportionate to the number of hours the part-time employee was in pay
13 status during fiscal year 2023 in proportion to that required for full-time
14 employment.

15 F.
16 a. For employees who hold more than one part-time and/or on call position,
17 the number of hours will be cumulative from all positions. The lump sum
18 payment will not exceed one thousand dollars (\$1,000.00).
19

20 The provisions contained in this MOU become effective on July 1, 2023. This MOU shall
21 expire on July 30, 2023.

22 **TENTATIVE AGREEMENT REACHED**

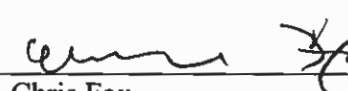
For the Employer:



Scott Lyders, OFM
Labor Negotiator

09/21/2022
Date

For the Union:



Chris Fox
WFSE/AFSME Council 28
Chief Negotiator

9/21/22
Date