

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES

Department of Corrections - Vaccine ~~Requirements and~~ Booster Incentives

It is the duty of every Employer to protect the health and safety of employees by establishing and maintaining a healthy and safe work environment, ~~and by requiring all employees to comply with health and safety measures. All employees are required to complete their primary series of COVID-19 vaccines (e.g. be fully vaccinated) according to the schedule recommended by the U.S. Center for the Disease Control and Prevention or be approved for a medical or religious exemption and accommodation as a condition of employment. Employees who fail to maintain this condition of employment for their position will be subject to non-disciplinary separation.~~

Employees who choose to be boosted, at a location of their choosing, and voluntarily provide their employer with proof of up-to-date COVID-19 booster vaccination, which must include any boosters recommended by the U.S. Centers for Disease Control (CDC) at the time proof is provided to the employer, between January 1, 2023, and December 31, 2023, shall receive a one thousand dollar (\$1000.00) one-time lump sum payment to be paid no earlier than July 25, 2023. All information disclosed to the Employer during the vaccination verification process will be stored in the employee's confidential medical file only. This information will only be accessed by the Employer on a need-to-know basis.


The lump sum payment will be reflected in the employee's paycheck subject to all required state and federal withholdings and be provided as soon as practicable based upon their agency's Human Resources and/or payroll processes. Employees will receive the lump sum payment only once during their employment with the State, regardless of

Tentative Agreement  
WFSE DOC Negotiations 23-25  
~~August 16, 2022~~  
Revised May 24, 2023

whether they hold multiple positions or are employed by multiple agencies between  
January 1, 2023 and December 31, 2023.

This agreement will expire June 30, 2025.

For the Employer:

  
\_\_\_\_\_  
Scott Lyders, OFM  
Senior Labor Negotiator

5/25/2023  
Date

For the Union:

  
\_\_\_\_\_  
Kurt Spiegel  
WHSE/AFSME Council 28  
Interim Executive Director

5/25/23  
Date