

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES  
OFFICE OF THE ATTORNEY GENERAL**

**COVID-19 Vaccination**

COVID-19 continues as an ongoing and present threat in Washington State. COVID-19 vaccines are effective in reducing infection and serious disease, and widespread vaccination is the primary means we have as a state to protect everyone. Widespread vaccination is also the primary means we have as a state to protect our health care system, to avoid the return of stringent public health measures, and to put the pandemic behind us.

The Office of the Attorney General has established a COVID-19 vaccination policy. The parties have fulfilled their bargaining obligation and agree to the COVID-19 vaccination policy as of the date of this memorandum of understanding. In addition, the parties have reached agreement over the remaining working conditions as identified below:

**Paid Leave**

After October 19, 2021 and no later than December 31, 2021, employee's leave accounts will be credited one (1) personal leave day. This personal leave day must be taken within the 2022 calendar year.

**Retirement**

If an employee is not fully vaccinated by October 18, 2021 and has officially submitted retirement paperwork to DRS, the employee may use accrued leave or leave without pay until their retirement date. This provision expires on December 31, 2021. The use of accrued leave shall be subject to the definitions and provisions contained in the collective bargaining agreement.

**This Memorandum of Understanding applies to all employees in the AWAAG and WAGPRO bargaining units.**

**The provisions of this MOU shall expire on December 31, 2021**

**Dated September 10, 2021**

For the Employer

For the Union

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Ann Green, Labor Negotiator

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Jason Holland, WFSE Labor Advocate

