## MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN WASHINGTON STATE UNIVERSITY (WSU) AND WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)

## <u>COMPENSATION RE-OPENER</u> 2021-2023 COLLECTIVE BARGAINING AGREEMENT

- A. Effective July 1, 2022, the Parties agree to a three point two five percent (3.25%) across the board wage increase for employees covered under this Agreement and associated with the wage re-opener negotiations.
- B. Should any of the following be approved and funded by the state during the current collective bargaining agreement period, for WSU non-represented classified employees, WFSE represented employees will receive the same:
  - a higher percentage across the board wage increase than noted in A above and/or
  - a lump sum payment
- C. Upon reaching a final tentative MOU, the Parties will recommend ratification by their respective approval authorities. The Parties agree WSU will submit the ratified Contract to the Office of Financial Management (OFM), if ratified, in accordance with RCW 41.80 and will implement the wage increase provided that the OFM determines that the agreement is economically feasible, is included in the Governor's supplemental budget for legislative approval in 2022, and is approved by the Legislature as provided for in RCW 41.80.
- D. The Parties further agree that this one-time, non-recurring agreement is not precedent setting and does not establish a practice.

For the Union:

/s/ Brandon Crawford

9/23/2021 Date

Brandon Crawford Labor Advocate Washington Federation of State Employees

For the Employer:

9/23/2021

Kendra Wilkins-Fontenot Date Director | Disability Services and Labor Relations Officer Washington State University