

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
WASHINGTON FEDERATION OF STATE EMPLOYEES  
HIGHER EDUCATION COMMUNITY COLLEGE COALITION  
(WFSE HE CCC)**

**Vacation Leave Accrual Maximum**

Due to the passage of House Bill 2246 amending RCW 43.01.044, 41.40.010, and 43.43.120; and reenacting and amending RCW 43.01.040 which increases the maximum number of hours of unused vacation leave a state employee may accrue from 240 hours to 280 hours effective June 6, 2024, the parties agree to modify Article 11, Section 11.13- Vacation Leave Maximum as follows:

**11.13 Vacation Leave Maximum**

Employees may accumulate maximum vacation leave balances not to exceed two hundred and ~~forty-eighty~~ (240280) hours. However, there are three (3) exceptions that allow vacation leave to accumulate above the maximum:

- A. If an employee's request for vacation leave is denied by the Employer, and the employee is close to the vacation leave maximum, the Employer will grant an extension for each month that the Employer must defer the employee's request for vacation leave.
- B. An employee may also accumulate vacation leave days in excess of two hundred and ~~forty-eighty~~ (240280) hours as long as the employee uses the excess balance prior to their anniversary date. Any leave in excess of the maximum that is not deferred in advance of its accrual as described above, will be lost on the employee's anniversary date.
- C. When an employee reaches a balance of more than three hundred (300) hours, the supervisor may work with the employee to schedule leave until the leave balance falls below three hundred (300) hours.

**Modification to Article 11.13 as shown above are not effective until June 6, 2024.  
This MOU will expire on June 30, 2025.**

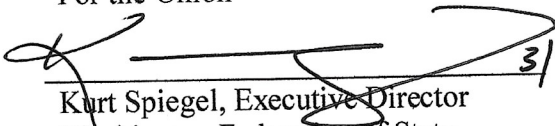
**Dated:**

For the Employer

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Patricia Foshaug, Labor Negotiator  
OFM/SHR Labor Relations &  
Compensation Policy Section

For the Union



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Kurt Spiegel, Executive Director  
Washington Federation of State  
Employees, Council 28

3/27/24