

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES, COUNCIL 28**

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 11.12-Vacation Leave Maximum as follows:

11.12 Vacation Leave Maximum

Employees may accumulate maximum vacation balances not to exceed the statutory limits in accordance with [RCW 43.01.040](#) (currently two hundred-~~forty~~ ~~eighty~~ (240280) hours). However, there are two (2) exceptions that allow vacation leave to accumulate above the maximum:

- A. If an employee's request for vacation leave is denied by the Appointing Authority or designee, and the employee has not exceeded the vacation leave maximum (currently two hundred-~~forty~~ ~~eighty~~ (240280) hours), the Employer shall grant an extension for each month that the Employer defers the employee's request for vacation leave.
- B. An employee may also accumulate vacation leave days in excess of the statutory limit (currently two hundred-~~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.

Modification to Article 11.12 as shown above are not effective until June 6, 2024. This MOU will expire on June 30, 2025.

Dated:

For the Employer

For the Union

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