

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
EASTERN WASHINGTON UNIVERSITY (UNIVERSITY)  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (UNION)  
BARGAINING UNITS 1 AND 2**

THIS MEMORANDUM OF UNDERSTANDING (MOU) SETS FORTH THE FOLLOWING AGREEMENT BETWEEN EASTERN WASHINGTON UNIVERSITY (HEREINAFTER “UNIVERSITY” OR “EWU”) AND THE WASHINGTON FEDERATION OF STATE EMPLOYEES (HEREINAFTER “UNION” OR “WFSE”) BARGAINING UNITS 1 AND 2. THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE 29, SECTION 29.2 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENTS (2023-2025) BETWEEN EWU AND WFSE BARGAINING UNITS 1 & 2.

Due to the passage of House Bill 2246, which was signed into law by Governor Jay Inslee on March 18, 2024, and has an effective date of June 6, 2024, the parties agree as follows:

A. Article 29.2 – Maximum Vacation Accrual of the 2023-2025 EWU-WFSE Bargaining Units 1 & 2 Collective Bargaining Agreement (CBA) shall be amended to read as follows:

29.2 Maximum Vacation Accrual. Employees may accrue vacation up to a maximum of two hundred eighty (280) hours. An employee who has reached the maximum accrual level may continue to accrue vacation until his or her next anniversary date, at which time any vacation accrued in addition to the two hundred eighty (280) hour maximum accrual will be extinguished. With the written approval of the appropriate Vice President, an employee may accrue more than two hundred eighty (280) hours of vacation when he or she is precluded from taking a previously scheduled vacation because of University needs. Any such written approval will specify a timeline for the employee to use any excess vacation accrual, after which any excess vacation accrual will be extinguished.

This Agreement shall be effective June 6, 2024, and shall be attached to the current CBA. Upon expiration of the current CBA, the parties agree to incorporate this Agreement into the body of the successor CBA under Article 29 – Vacation, section 29.2.

Agreed To:

For the Union – Bargaining Units 1 & 2:		For the University:	
<u>T. Wray</u>	August 23, 2024	<u>Spenser Ross</u>	September 4, 2024
Name	Date	Name	Date