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2 **ARTICLE 2**
3 **NON-DISCRIMINATION/SEXUAL HARASSMENT/COERCION AND INTIMIDATION**
4

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6 **2.1 NON-DISCRIMINATION AND SEXUAL HARASSMENT**

7 A. **Nondiscrimination**: Neither the University nor the Union will discriminate
8 against any employee covered under this Agreement in a manner precluded by
9 law as currently written or as amended. Under this Agreement, neither party will
10 discriminate on the basis of religion, age, sex, status as a ~~breast~~ chest feeding
11 ~~mother~~ parent, pregnancy, marital status, race (including traits historically
12 associated or perceived to be associated with race such as, but not limited to, hair
13 texture and protective hairstyles), color, creed, national origin, citizenship or
14 immigration status, political affiliation, military status, status as an honorably
15 discharged veteran, a disabled veteran or Vietnam era veteran, sexual orientation,
16 gender identity, gender expression, any real or perceived sensory, mental or
17 physical disability, use of a trained guide or service animal by a person with a
18 disability, genetic information, status as a victim of domestic violence, sexual
19 assault, or stalking, or because of the participation or lack of participation in
20 union activities. Bona fide occupational qualifications based on the above traits
21 do not violate this section.

22 1. Upon request by the Union, the University will furnish a copy of the
23 University's affirmative action plan, performance report, and affirmative
24 action information.

25 2. The University will provide a work environment free from discrimination
26 due to Union activities and beliefs.

27 B. **Sexual Harassment**: Sexual harassment is a form of unlawful sex discrimination
28 and is defined as unwelcome sexual advances, requests for sexual favors, and
29 other verbal or physical conduct of a sexual nature when 1) submission to such
30 conduct is made either explicitly or implicitly a term or condition of an

31 individual's employment, 2) submission to or rejection of such conduct is used
32 as the basis for employment decisions, or 3) such conduct has the purpose or effect
33 of unreasonable interfering with an individual's work or performance or creating
34 an intimidating, hostile or offensive environment.

35 1. The University and the Union agree that sexual harassment will not be
36 tolerated.

37 2. When the University becomes aware of incidents of sexual harassment,
38 the University will take steps to terminate the harassment.

39 3. The University will maintain and enforce procedures to deal with allegations
40 of sexual harassment.

41 C. **Complaints:** Nothing herein will interfere with an employee's right to file
42 a grievance under Article 29, Grievance and Arbitration or pursue a
43 discrimination or sexual harassment complaint before the Equal Employment
44 Opportunity Commission, the Human Rights Commission, or in a judicial or
45 other forum. No employee will be penalized or retaliated against in any way by
46 any member of the University community for initiation or participation in a
47 complaint procedure.

48 **2.2 COERCION AND INTIMIDATION**

49 The University and the Union agree that there will be no coercion or intimidation
50 regarding the right of employees working in positions covered by this Agreement to
51 become or not become members of the Union.

52 **2.3 TITLE IX**

53 The University will observe Executive Policy #15 Policy Prohibiting Discrimination
54 and Harassment and its amendments and follow University Identified procedures to
55 address actions implicating Title IX for employees who are covered by this Agreement
56 on the same basis as non-represented classified staff in accordance with the US
57 Department of Education requirements.

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WFSE WSU Contract
2025-2027
Tentative Agreement
Article # 2
Dated: 07/16/2024



07/16/2024

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Kendra L Hsieh, WSU Date



07/16/2024

Sarah Smith, WFSE

Date

6 **ARTICLE 5**
7 **UNION RIGHTS AND RESPONSIBILITIES**

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9 **5.1 UNION RECOGNITION**

- 10 A. The University recognizes the Washington Federation of State Employees as the
11 exclusive collective bargaining agent for employees in bargaining units as
12 certified by the appropriate state agency.
- 13 B. The provisions of this Agreement will apply to employees in bargaining units for
14 which the Union may be certified as the exclusive representative during the term
15 of this Agreement.

16 **5.2 EMPLOYEE STATUS REPORTS**

- 17 A. By the fifteenth of each month the University will provide the following
18 information, as available, on all active employees in bargaining unit(s)
19 represented by the Union:
20 Name; WSU ID Number; birth date; gender; home address and/or mailing
21 address; agency code; department code; work location; telework/remote status,
22 if identified—specifying whether they work on-site or remotely; University mail
23 code; work telephone number; work county code; employment status; percent of
24 full-time work; classification code and title; base wage; wage range; wage step;
25 continuous hire date; original hire date; appointment change date; bargaining-unit
26 number; and position number.
- 27 B. By the fifteenth of each month the University will provide to the Union the
28 following information as available: a listing of all bargaining unit employees
29 recently hired and employees in bargaining units who transfer, promote, demote,
30 resign, or are terminated from the University and all position vacancies covered
31 by this Agreement.
- 32 C. The above information will be transmitted to the Union at its official headquarters
33 via electronic format(s) mutually agreed to by the parties.

34 **5.3 UNION DUES DEDUCTIONS**

35 The vacancy notice for a position covered within a bargaining unit will advise applicants
36 that the position is included in a bargaining unit. Prior to appointment into positions
37 included in the bargaining unit(s), the University will inform all employees, including
38 new, layoff, transferred, promoted, or demoted employees, of the Union’s exclusive
39 recognition and the provisions of this Article.

40 A. At the time of hire into a position within a bargaining unit, the University will
41 provide each employee a printed copy of this Agreement and membership
42 materials provided by the Union. The University will also provide a copy of an
43 information sheet containing pertinent Collective Bargaining Agreement and
44 contact information. The University will inform employees in writing when they
45 leave a position in the bargaining unit.

46 B. Upon final ratification and approval of this Agreement by both Parties, the Union
47 will provide sufficient copies for the University’s distribution of the Agreement
48 to all supervisors and managers of bargaining unit employees. The University
49 will post the Agreement on the Human Resource Services, Labor Relations
50 website. The University shall distribute the Agreement to all current and new
51 bargaining unit members. The Union shall provide the University sufficient
52 copies of the Agreement and membership materials to fulfill its obligations in
53 accordance with this Section and Section A above.

54 C. An employee who has previously authorized payroll deduction of membership
55 dues will continue to have such deduction made and will not be required to
56 reauthorize such deduction.

57 D. The University agrees to deduct an amount equal to the membership dues from
58 the salary of employees who request such a deduction in writing within thirty (30)
59 days of receipt of a properly completed request submitted to Payroll Services.
60 Such request will be made on a Union payroll deduction authorization card. The
61 University will honor the terms and conditions of each employee’s signed
62 membership card.

63 E. Within thirty (30) days after the effective date of this Contract, the Union will
64 provide the University with the amounts for membership dues.

- 65 F. The Union will provide the University thirty (30) days advance notice of a change
66 in the amount of dues.
- 67 G. Employees represented by the Union who move to a position in another
68 bargaining unit represented by the Union will have their membership dues
69 deduction continued.
- 70 H. Where an employee has been suspended, reduced-in-force, or was discharged
71 and subsequently returned to work, with full or partial back pay, or has been
72 reclassified retroactively, the University will deduct the Union membership dues
73 that are due and owing for the period for which the employee receives back pay.
- 74 I. Where an employee takes leave without pay or a temporary position outside of
75 the bargaining unit and subsequently returns to work or to the previously held
76 bargaining unit position, deduction of membership dues will be restarted with the
77 first pay period of work.
- 78 J. When a project or cyclic employee returns to work in a covered position,
79 deduction of membership dues will be restarted with the first pay period of work.
- 80 K. When an employee represented by the Union moves to a position not represented
81 by the Union, deductions on behalf of the Union will cease.
- 82 L. Deduction of membership dues will be applicable to any retroactive salary
83 increase.
- 84 M. An employee may revoke their authorization for payroll deduction of payments
85 to the Union by written notice to the University and the Union in accordance with
86 the terms and conditions of their signed membership card. Every effort will be
87 made to end the deduction effective on the first payroll, and not later than the
88 second payroll after receipt of the written notice by the University, of the
89 confirmation from the Union that the terms of the employee's signed membership
90 card regarding dues deduction revocation have been met.
- 91 N. The University will remit a payment for all of the above deductions to the Union
92 at the Union's Official Headquarters at the end of each pay period.
93 Accompanying the remittance will be a listing of the names, unique employee
94 identification numbers, total wages from which Union dues/fees are calculated,
95 for the time period, and the amount remitted for all employees from whom

96 deductions were made.

97 O. The Union will indemnify and hold the University harmless against any and all
98 liability including damages, awards, reasonable attorney fees, and court costs that
99 may arise by reason of or result from compliance with this Section.

100 P. **Voluntary Benefits**: The University agrees to deduct from the wages of any
101 employee who is a member of the Union a Public Employees Organized to
102 Promote Legislative Equality (PEOPLE) deduction as provided for in a written
103 authorization. Such authorization must be executed by the employee and may be
104 revoked at any time by giving written notice to the University and the Union. The
105 University agrees to remit electronically any deductions made pursuant to this
106 provision to the Union with appropriate employee identifying information as
107 noted in N above.

108 **5.4 UNION REPRESENTATIVES**

109 A. Except as otherwise provided for in this Article, the Union shall designate who
110 shall serve as Stewards, Chief Stewards and/or any other official Union
111 representative(s).

112 B. Stewards, including Chief Stewards, shall be those individuals designated by the
113 Union to function as official local Union representatives.

114 C. The University and the Union recognize the value of staff, officers, and members
115 understanding the Contract. The Union and the University agree to jointly
116 develop training on the new Contract. The University and the Union will make a
117 good faith effort to hold the training sessions no later than June 15 of the new
118 Contract year, facilitated by both Union staff person(s) and University staff
119 person(s). The Stewards will be provided release time to participate in a joint
120 training session.

121 D. On July 1 of each year, or within ten (10) days as changes occur, the Union shall
122 provide to the University an up-to-date written list of all official local Union
123 representatives and the WFSE Representative. The list(s) shall identify each
124 representative's area(s) of responsibility and shall be signed by the WFSE
125 Representative. The University shall not recognize any individual as an official
126 local Union representative or WFSE Representative whose name does not appear

127 on the list nor shall the University recognize any individual as an official local
128 Union representative unless the employee works in a position covered by this
129 Agreement.

130 E. Stewards or Chief Stewards shall have the right to participate in representational
131 activities concerning matters related to this Agreement including the resolution
132 of grievances and assisting employees covered by this Agreement during an
133 investigative interview where disciplinary action may occur. In addition to the
134 available pool of paid release time provided for in Section F, immediately below,
135 Stewards or Chief Stewards may use any combination of annual leave, personal
136 leave day/personal holiday, accumulated compensatory time off, and/or leave
137 without pay when participating in representational activities or any other Union
138 activity during their work duty hours provided:

- 139 1. The Steward or Chief Steward obtains prior approval from their
140 supervisor, unless the conversation is of a limited, informal nature that
141 does not interfere with work.
- 142 2. The Steward or Chief Steward or an employee or grievant that the
143 Steward or Chief Steward desires to meet with is not working on
144 something that requires immediate attention. If permission cannot be
145 immediately granted by the Steward's or Chief Steward's or the
146 employee's or grievant's supervisor, the supervisor will arrange to release
147 the Steward or Chief Steward or the employee or the grievant at the
148 earliest possible time.
- 149 3. Unless mutually agreed to by the University and the Union, not more than
150 one (1) Steward or Chief Steward shall be allowed to process a particular
151 grievance.

152 F. In addition to paid release time provided for elsewhere in this Agreement, the
153 Union is provided a pool of seven hundred fifty (750) hours of paid release time
154 per fiscal year to provide for representational duties. University-convened
155 meetings will be considered time worked and will not be deducted from this pool.
156 Prior to the implementation of this Agreement, the University and the Union
157 agree to jointly develop a tracking and reporting system and the University shall

158 issue quarterly reports to the Union. Release time is not to be used for Union
159 Activities.

160 G. If the University determines the amount of time a Steward or Chief Steward
161 spends performing representational activities is unduly affecting the University's
162 ability to accomplish the work assigned to the unit in a timely manner, the
163 University will not continue to release the Steward or Chief Steward and the
164 Union's Labor Advocate will be notified.

165 H. Requests for information, other than public records disclosure, that either the
166 Chief Steward or the WFSE Representative identifies as necessary for
167 conducting representational duties, including grievance investigations, shall be
168 directed to the University's Labor Relations Officer or designee. The University
169 may charge a reasonable fee for copying Union requested materials and shall
170 supply the requested materials within ten (10) days or the reasons in writing why
171 the information cannot be provided. The University shall, when possible and
172 requested, allow the Union to review materials at the Labor Relations Office and
173 select what needs to be copied.

174 I. University-purchased supplies or equipment shall not be used to conduct Union
175 business or representational activities. This does not preclude the *de minimis* use
176 of the telephone, fax and email for representational activities if there is no cost
177 to the University, if the communication is brief in duration and it does not disrupt
178 or distract from University business. The University and the official Union
179 representatives may use University equipment to communicate with one another.

180 J. The Union may have as many Stewards or Chief Stewards as they wish, however
181 the release time provided in this Agreement may only be used by one (1) Steward,
182 Chief Steward or union designated employee representative at any one time per
183 work unit reporting to a first-line supervisor.

184 K. The University shall provide access to the pool of paid release time for up to two
185 (2) employee representatives to attend Union Management or Demand to Bargain
186 meetings, who are scheduled to work during the time the meetings are being
187 conducted, provided the absence of the employee will not interfere with the
188 operating needs of the University. The Union will provide the University with

189 the names of its employee representatives at least seven (7) calendar days in
190 advance of the meeting date unless the meeting is scheduled sooner, in which
191 case the Union will notify the University as soon as possible. No overtime will
192 be incurred as a result of participation in or coverage for the individual. The
193 Union is responsible for paying any travel or per diem of employee
194 representatives. Neither Stewards nor employee representatives may use a state
195 vehicle to travel to or from a union management meeting or other bargaining
196 session.

197 L. The University agrees that the Stewards or Chief Stewards and the WFSE
198 Representative(s) of the Union shall have reasonable access to the premises. Such
199 visitations shall be conducted in a manner that will not be disruptive to the
200 operations of the University. If Union Stewards and staff representatives wish to
201 meet with bargaining unit employees during work time, they shall make
202 arrangements with the appropriate supervisor(s) at least two (2) hours in advance
203 of their intention to visit a Washington State University department, facility,
204 employee, or grievant.

205 M. No official local Union representative, employee, or grievant shall be
206 compensated by the University for any Union activity, including representational
207 activities, while off-duty.

208 N. Staff members of the Washington Federation of State Employees AFL-CIO,
209 Council No. 28 who are not employees of the University shall be authorized to
210 speak for the WFSE in all matters governed by this Agreement. These individuals
211 shall be permitted to visit any work area of the University with prior notification.
212 Such visits shall be scheduled so as not to disrupt the work of employees nor
213 interrupt the normal course of the University's workday.

214 **5.5 UNION USE OF UNIVERSITY'S FACILITIES AND EQUIPMENT**

215 A. **Meeting Space and Facilities:** The University's campuses and facilities may be
216 used by the Union to hold meetings subject to the University's facilities use
217 policy, availability of the space and with prior authorization of the University.

218 B. **Supplies and Equipment:** The Union and its membership will not use
219 University- purchased supplies or equipment to conduct Union business or

220 representational activities. This does not preclude the *de minimis* use of the
221 telephone, fax and e-mail for union activities pertaining to employees covered
222 under this Agreement if it does not disrupt or distract from University business.
223 The University and the Union may use University equipment to communicate
224 with one another.

225 C. **Bulletin Boards:** The University agrees to provide space for the Union to place
226 bulletin board(s) that will be used for the sole purpose of posting written notices
227 by the Union. The number and location of the bulletin board(s) will be mutually
228 agreed to by the University and the Union. All Union notices will first be signed
229 by a Steward, Chief Steward or WFSE staff person, and will be posted solely
230 within the confines of the bulletin board(s). No notice will be posted that is
231 obscene, defamatory, or that impairs University's operations. Political material
232 may not be posted that reflects the endorsement or non-endorsement of a specific
233 candidate or political party for national, state, or local office, or any ballot
234 proposition(s). The Union will be responsible for all costs related to the purchase,
235 installation, repair, and/or maintenance. The size of the bulletin boards will not
236 exceed three (3) feet by four (4) feet.

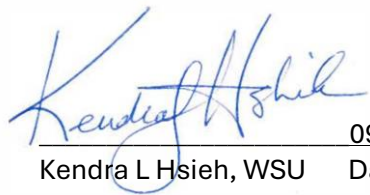
237 D. **New Employee Orientation:** ~~Within ninety (90) days of i) Within one (1)~~
238 ~~weekninety (90) days of a in-person on boarding, start hiring a new employee~~
239 ~~new employee's i start date in a n-person on boarding, start date when going in in~~
240 ~~a bargaining unit position~~ represented by the Union, the University will provide
241 the Union access to the employee during the employee's regular work hours ~~at the~~
242 ~~end of the on boarding~~ to present information about the Union. ~~The University will~~
243 ~~post , as well as via a website link to the Union informational video in the Newly~~
244 ~~Covered Union Membership Notification and employee (emailed) letter and on a~~
245 ~~Union information link on the Labor Relations website for WFSE New~~
246 ~~Bargaining Unit Employee OrientationWSU New Employee Orientation website~~
247 ~~at <https://hrs.wsu.edu/training/neo>.~~ This access will be provided at the employee's
248 regular worksite, or ~~at another location mutually agreed to including at another~~
249 ~~location mutually agreed to by the University and the Union, including via~~ online
250 platforms ~~such as Teams or Zoom, by the University and the Union~~ in accordance

251 with University policy and this Agreement. The Union presentation ~~and~~ will be
252 for no less than thirty (30) minutes. ~~iii~~ No employee will be required to attend
253 the presentation given by the Union. Should an employee wish to attend the
254 Union's presentation, they are responsible for requesting time away from the
255 worksite in accordance with departmental procedures.

256 **5.6 TIME OFF FOR UNION ACTIVITIES**

257 Subject to supervisor's approval, the University will consider requests for time off for
258 Union activities provided employees use any combination of accrued paid time off
259 (excluding sick leave) or leave without pay subject to notification procedure contained
260 in the appropriate leave Article of this Agreement.

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09/04/2024

Kendra L Hsieh, WSU Date

Sarah L. Smith 09/19/2024

Sarah Smith, WFSE Date

**ARTICLE 16
 HOLIDAYS**

16.1 HOLIDAYS

A. All bargaining unit employees will be provided the paid holidays listed below:

Holiday Schedule July 2025~~3~~ – June 2027~~5~~

HOLIDAY	2025 3 -2026 4	2026 4 -2027 5	9 10 11 12
Independence Day	July 4, 2025 3	July 3 4 , 2026 4	11 12
Labor Day	September 1 4 , 2025 3	September 7 2 , 2026 4	11 12
Veterans Day	November 11 0 , 2025 3	November 11, 2026 4	15 16
Thanksgiving Day	November 27 3 , 2025 3	November 26 8 , 2026 4	
Native American Heritage Day	November 28 4 , 2025 3	November 27 9 , 2026 4	19 20 21
Christmas Holiday *Day	December 25 4 , 2025 3	December 25 4 , 2026 4	23 24
Christmas Day Holiday*	December 25 4 , 2025 3	December 24 5 , 2026 4	25
New Year's Day	January 1, 2026 4	January 1, 2027 5	
Martin Luther King Jr. Day	January 19 5 , 2026 4	January 18 20 , 2027 5	28 29
Memorial Day	May 25 7 , 2026 4	May 31 26 , 2027 5	
Juneteenth	June 19, 2026 4	June 18 9 , 2027 5	

Commented [WK1]: <https://hrs.wsu.edu/wp-content/uploads/2021/09/Holiday-schedule-July-1-2021-June-30-2027.pdf>

*in lieu of Presidents' Day

B. Employees will be paid at a straight time rate even though they do not work based on the following:

1. Employees who work a Regular work schedule, as defined in Article 6.1.C.1, will receive eight (8) hours of pay.
2. Employees required by the University to work an Alternate work

- 41 schedule, as defined in Article 6.1.C.2, will receive pay equivalent to the
42 employee's work shift. Employees working a voluntary Alternate work
43 schedule will receive eight (8) hours pay and may take any combination
44 of annual leave, earned compensatory time or leave without pay; or be
45 allowed to change their schedule for the week to make up the hours.
- 46 3. Full-time, Nonscheduled employees, as defined in Article 6.1.C.3, will
47 receive eight (8) hours pay.
- 48 C. Employees working less than full time will be paid on a pro-rated basis.
- 49 D. Permanent and probationary employees working twelve (12) month schedules or
50 cyclic year position employees who work full monthly schedules through their
51 work year will receive holiday pay if they were in pay status on the work day
52 preceding the holiday.
- 53 E. Cyclic year position employees scheduled to work less than full monthly
54 schedules throughout their work year qualify for holiday compensation if they
55 work or are in pay status on their last regularly scheduled working day preceding
56 the holiday(s) in that month.
- 57 F. When a holiday falls on the employee's scheduled work day, that day will be
58 considered the holiday.
- 59 G. When a holiday falls on the employee's regularly scheduled day off, the
60 employee will be paid holiday pay for the holiday. At the employee's option, the
61 employee may take an alternate date as the holiday the regular scheduled work
62 day before the eligible holiday or within the next thirty (30) days following the
63 scheduled holiday date. The alternate holiday date will be mutually agreed to by
64 the employee and their supervisor, and will be taken on the employee's regularly
65 scheduled workday. If the employee, for any reason is unable to take the alternate
66 date as the holiday, the employee will be paid holiday pay.
- 67 H. Employees working a night shift schedule that begins on one (1) calendar day and
68 ends on the next calendar day may select the shift that begins on the holiday day
69 or the regular scheduled work shift that precedes the holiday as the holiday based
70 on operational needs as determined by the University.

71 I. Employees who are required to work on a holiday will be paid at the overtime
72 rate for hours worked in addition to the straight time pay in Section 16.1 above.

73 **16.2 PERSONAL LEAVE DAY/PERSONAL HOLIDAY**

74 A. Each employee may choose one (1) paid Personal Leave Day/Personal Holiday
75 during each calendar year (January 1 – December 31) if the employee is expected
76 to be employed for at least four (4) months. Personal Leave Day/Personal
77 Holiday pay will be paid at the employee’s straight time rate of pay

78 B. Personal Leave Day/Personal Holiday pay will be paid at the employee’s straight
79 time rate of pay.

80 C. The Personal Leave Day/Personal Holiday will be pro-rated for less than full time
81 employees, based on the percentage of appointment for the month during which
82 the Personal Leave Day/Personal Holiday is used.

83 D. The Personal Leave Day/Personal Holiday request will be made in writing to the
84 employee’s supervisor no less than fourteen (14) days prior to date for which the
85 Personal Leave Day/Personal Holiday is requested. The employee’s supervisor
86 may waive this requirement. The request to schedule the use of a Personal Leave
87 Day/Personal Holiday will be made no later than November 1 of each calendar
88 year. The University will issue a reminder of this requirement no later than
89 October 10 of each year. The number of employees who take their Personal
90 Leave Day/Personal Holiday at one (1) time may be limited due to operational
91 needs and/or due to staffing levels. If written approval or denial is not received
92 within seven (7) days of the request, the request will be considered approved.

93 E. The Personal Leave Day/Personal Holiday may not be carried over to the next
94 calendar year except when an eligible employee’s request to take their Personal
95 Leave Day/Personal Holiday has been denied or canceled. The employee will
96 attempt to reschedule their Personal Leave Day/Personal Holiday during the
97 balance of the calendar year. If they are unable to reschedule the day, it will be
98 carried over the next calendar year and used within the first sixty (60) days of the
99 next calendar year.

100 F. An employee may be authorized to use increments of their Personal Leave

- 101 Day/Personal Holiday for family member emergency care.
- 102 G. An employee may use their Personal Leave Day/Personal Holiday during a
103 period of emergency closures/suspended operations. An employee must use
104 Personal Leave Day/Personal Holiday time as a full day or shift.
- 105 H. Personal Leave Day/Personal Holiday: Upon request, an employee will be
106 approved to use part or all of the Personal Leave Day/Personal Holiday for the
107 following types of leave:
- 108 • The care of family members as required by the Family Care Act, WAC 296-
109 130;
 - 110 • Leave as required by the Military Family Leave Act, RCW 49.77;
 - 111 • Leave as required by the Domestic Violence Leave Act, RCW 49.76.

112 **16.3 FAITH OR CONSCIENCE UNPAID HOLIDAY**

- 113 A. Employees are entitled to two (2) unpaid holidays per calendar year for reasons
114 of faith or conscience or an organized activity conducted under the auspices of a
115 religious denomination, church, or religious organization.
- 116 B. An employee must give at least fourteen (14) calendar days' written notice to the
117 supervisor when requesting these unpaid holidays. However, the employee and
118 supervisor may agree upon a shorter time frame.
- 119 C. Employees will only be required to identify that the holiday request is for reasons
120 of faith or conscience or an organized activity conducted under the auspices of a
121 religious denomination, church, or religious organization.
- 122 D. The holiday will be granted, unless the employee's absence would impose an
123 undue hardship on the University as defined by WAC 82-56 or the employee is
124 necessary to maintain public safety. If an undue hardship exists, the supervisor
125 will work with the employee to find an alternate date on which the employee can
126 be released.

WFSE WSU Contract
2025-2027
ARTICLE 16_ Holidays_TA_2024.7.16
Dated: 07/16/2024



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07/16/2024

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Kendra L Hsieh, WSU Date

Sarah L Smith 07/16/2024

Sarah Smith, WFSE Date

ARTICLE 17
ANNUAL LEAVE

17.1 ANNUAL LEAVE

A. Annual Leave Monthly Accrual Rate Schedule

1. The following are the annual leave accrual rates for full-time employees, and will be based on total years of state employment.
2. Annual leave accrual will be pro-rated for less than full time employees on the basis of the appointment.
3. Employees will retain, carry forward, and use any unused annual leave that was accrued prior to the effective date of this Agreement in accordance with the provisions of this Agreement.
4. An employee bringing annual leave from another state agency/higher education institution may use the previously accrued annual leave during the probationary or trial service period.
5. Annual leave credits of permanent status employees changing employment between higher education institutions, related boards or other state agencies will move with the employee.
6. Leave without pay does not affect the rate at which employees accrue annual leave outlined in the below table.
7. Employees will, in their start and end months of employment, receive annual leave accruals prorated to the time in which they are in pay status.

Year	Accrual Per Year	Accrual Per Month
1-2 (of continuous state employment)	14 days	9.33 hours
3 (of continuous state employment)	15 days	10.00 hours
4 (of continuous state employment)	16 days	10.67 hours
5-6 (of total state employment)	17 days	11.33 hours
7-9 (of total state employment)	18 days	12.00 hours
10-14 (of total state employment)	20 days	13.33 hours
15-19 (of total state employment)	22 days	14.67 hours

20-24 (of total state employment)	24 days	16.00 hours
25 and longer (of total state employment)	25 days	16.67 hours

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B. Annual Leave Scheduling

1. Requests for annual leave must be submitted by the employee in writing in advance of the effective date. This requirement may be waived at the sole discretion of the employee’s supervisor for emergency situations. The employee may be required to provide verification that the situation was such that advance notice was not possible.
2. **Annual Leave Bid Process:** Employees will submit written bids to their supervisor between the first and last work days in January of each year for annual leave requests. These bids will be for the annual leave calendar of March of the current year through February of the following year. By the end of the second full work week of February, the supervisor will review, resolve scheduling conflicts on the basis of seniority and post a listing of approved requests on work unit bulletin boards. The posted annual leave is considered to be approved. Employees on the listings will have priority regardless of the seniority of subsequent requesters.
3. **Requests for Annual Leave Outside a Bid Process:** Requests for annual leave outside the bid process may be submitted for leave requests for the current leave year. The process for approving this leave will not be in conflict with the annual leave bid process.
 - a. The supervisor must approve or deny a written request for Annual Leave within ten (10) working days.
 - b. In the event two (2) or more employees request the same annual leave period, and if the supervisor must limit the number of people taking leave, and if the supervisor approves leave, the most senior employee will be given preference. Previously approved leave will not be cancelled in order to grant leave to a senior employee, except for Section c below. The supervisor may deny leave or

53 limit the number of employees who take annual leave at one (1)
54 time due to operational needs and/or staffing levels.

55 c. In the event of a conflict of a previously established annual leave
56 schedule because of a subsequent transfer or promotion, every
57 effort will be made to honor all previously approved annual leave.
58 If such is not possible because of operational necessity and or
59 staffing levels and the transfer is involuntary, the employee with
60 the greater seniority shall be given preference. In the event of a
61 voluntary transfer or promotion, the employee transferring or
62 promoting will submit a new leave request.

63 4. **Annual Leave Changes:** Individual annual leave periods may be
64 changed at any time by mutual agreement between the employee(s)
65 concerned and supervision; however, in no case will an employee's
66 scheduled annual leave interfere with the necessary work of the
67 organization, the determination of which will rest with supervision.

68 C. **Annual Leave Scheduling for All Employees:** Employees must have, or expect
69 to have, sufficient annual leave balances when requesting to use annual leave. An
70 employee is not entitled to use annual leave in advance of its accrual. Approved
71 annual leave requests will be adjusted if the employee has not accrued sufficient
72 annual leave by the time of the scheduled absence.

73 D. **Annual Leave Cancellation**

74 1. The University will make every effort to find alternatives to meet staffing
75 needs without rescinding previously scheduled leave.

76 2. When circumstances require the presence of a particular employee who
77 is scheduled for or on approved leave, the University may, as a last resort,
78 cancel the authorized annual leave. The employee will be given priority
79 for rescheduling the annual leave, but the leave request will not displace
80 previously approved leave of other employees.

81 E. **Annual Leave Maximum:** Employees may accumulate maximum annual leave

82 balances not to exceed two hundred and ~~eighty~~^{forty} (2480) hours. However, there
83 are two (2) methods which allow vacation leave to be accumulated above the
84 maximum:

- 85 1. If an employee's request for annual leave is denied by the University,
86 then the maximum of thirty (30) working days' accrual will be extended
87 for each month that the leave is deferred, provided a statement of necessity
88 justifying the denial is approved by Human Resource Services.
- 89 2. As an alternative to Subsection (1) of this Section, employees may also
90 accumulate vacation leave in excess of thirty (30) days as follows:
 - 91 a. An employee may accumulate the vacation leave days between
92 the time thirty (30) days is accrued and their anniversary date.
 - 93 b. Such accumulated leave will be used by the anniversary date and
94 at a time convenient to the University. If such leave is not used
95 prior to the employee's anniversary date, such leave will be
96 automatically extinguished and considered to have never existed.
 - 97 c. Such leave credit acquired and accumulated will never, regardless
98 of circumstances, be deferred by the University by filing a
99 statement of necessity as described in Subsection (1) of this
100 Section.

101 F. **Annual Leave Utilization**

- 102 1. Annual leave reporting will reflect the amount of time actually used.
- 103 2. If the employee is called back to work while on annual leave, the
104 employee's annual leave balance will not be charged for hours worked
105 and the employee will receive call back pay.
- 106 3. When holidays occur during annual leave periods, the employee will
107 receive holiday pay and annual leave will not be charged against the
108 employee's annual leave balance in accordance with Article 16.1.B.

109 G. **Annual Leave Cash Out:** Except as provided for in Section A.5 of this Article,
110 permanent employees will be paid for all unused annual leave upon retirement,

111 death, or separation from University service at the rate of one hundred (100)
112 percent of the employee's salary at the time of retirement, death, or separation.
113 H. Should WAC 357-31 yield higher leave benefits, applicable to WSU civil service
114 employees, than provided for in this, the University will follow the applicable
115 WAC for employees covered by this Agreement.



07/16/2024

121 _____
122 Kendra L Hsieh, WSU Date
123

Sarah L. Smith 07/16/2024

Sarah Smith, WFSE Date

**ARTICLE 18
SICK LEAVE/TIME OFF**

18.1 SICK LEAVE

A. Sick Leave Accrual

1. Full-time employees will accrue eight (8) hours per month of Sick Leave.
2. Sick Leave accrual will be pro-rated for less than full-time employees.
3. Employees with Leave Without Pay exceeding eighty (80) hours in a month will earn a monthly accrual of Sick Leave proportionate to the number of hours in pay status, in the month to that required for full-time employment.
4. Employees will, in their start and end months of employment, receive Sick Leave accruals prorated to the time in which they are in pay status.

B. Sick Leave Uses

Accrued Sick Leave may be used only for:

1. The Employee's mental or physical illness, disability, injury, or health condition that has incapacitated the Employee from performing required duties; to accommodate the Employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventive medical care.
2. The need to care for the Employee's family member with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for family member who needs preventive medical care.
 - a. For purposes of this section, "family member" is any individual for whom paid-sick leave usage is authorized in RCW 49.46.210, as written or amended. As of January 1, 2025, family member means, "a child, grandchild, grandparent, parent, sibling, or spouse of an employee, and also includes any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care. "Family member"

includes any individual who regularly resides in the employee's home, except that it does not include an individual who simply resides in the same home with no expectation that the employee care for the individual.”

3. The Employee will make reasonable efforts to schedule such appointments at times so that they will not interfere with scheduled work days;
4. Disability Leave as outlined in Article 21.9 for the continuation of employee benefits (i.e. medical insurance) by allowing the use of eight (8) hours of Sick Leave per month during periods of leave of absence without pay;
5. Leave for victims of domestic violence, sexual assault, or stalking as outlined in Article 21.8;
6. Supplementing Workers' Compensation payments;
7. Parental Leave as outlined in Article 21;
8. Emergency Child Care as outlined in Article 21;
9. In accordance with RCW 49.46.210 when an employee's place of business has been closed by order of a public official for any health-related reason, or when an employee's child's school or place of care has been closed for such a reason or after the declaration of an emergency by a local or state government or agency, or by the federal government. Health-related reason, as defined in WAC 296.128.600, means a serious public health concern that could result in bodily injury or exposure to an infectious agent, biological toxin, or hazardous material. Health-related reason does not include closures for inclement weather;
10. During a period of military conflict, an employee whose spouse is a member of military who has been notified of an impending call or order to active duty or who has been deployed is entitled to a total of fifteen (15) days of unpaid leave per deployment. Applicable military units are the Armed Forces of the United States, National Guard, or Reserves in accordance with RCW 49.77
11. By reason of exposure of the Employee to a contagious disease when the Employee's presence at work would jeopardize the health of others;

12. For bereavement;
13. Any other reason as required under RCW 49.46.210
14. Other circumstances when authorized by the Chief Human Resource Officer.

C. **Sick Leave Utilization**

1. Sick Leave reporting will reflect the amount of time actually used.
2. Accrued Annual Leave may be used for Sick Leave purposes as defined in B immediately above subject to all provisions of this Article.

D. **Sick Leave Reporting and Verification:** An employee must notify their supervisor as soon as the Employee becomes aware that they will be absent from or late arriving to work. Failure to notify the supervisor prior to the start of the scheduled work shift will result in unauthorized Leave Without Pay until the Employee notifies their supervisor, at which time the unauthorized leave may be changed to authorized leave. The University may require a written medical certificate for any Sick Leave absence of more than three (3) work days, provided that the verification does not result in an unreasonable burden or expense on the Employee. If medical verification is required for employees it shall be in accordance with the provisions of RCW 49.46.201 and WAC 296.128.

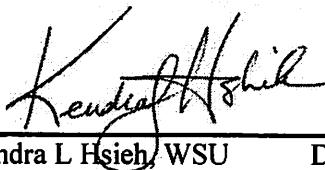
E. **Sick Leave Annual Cash Out:** Each January, Employees are eligible to receive cash on a one (1) hour for four (4) hour basis for ninety-six (96) hours or less of their accrued Sick Leave, if:

1. Their Sick Leave balance at the end of the previous calendar year exceeds four-hundred and eighty (480) hours;
2. The converted Sick Leave hours do not reduce their previous calendar year Sick Leave balance below four-hundred and eighty (480) hours; and
3. They notify Human Resource Services by January 31st that they would like to convert their Sick Leave hours earned during the previous calendar year, minus any Sick Leave hours used during the previous year, to cash.
4. All hours converted will be deducted from the Employee's Sick Leave balance.

F. **Sick Leave – Former Employee:** Any former Employee who is reemployed in a

job classification covered under this Agreement within three (3) years of separation from the University will have their former Sick Leave balance restored.

- G. Should WAC 357-31 yield higher leave benefits, applicable to WSU civil service employees, than provided for in this, the University will follow the applicable WAC for Employees covered by this Agreement.


Kendra L Hsieh, WSU 8.15.24
For WSU Date

 08/16/24
Sarah Smith, WFSE Date

ARTICLE 24
COMPENSATION

24.1 WAGE SCALES

- 1
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4
5
6
7
8 A. Effective July 1, 202~~5~~³, all salary ranges for classified employees covered by this
9 Agreement will be increased by ~~four (4) eight (8) twoseven (7)two (2) six (6%)~~
10 ~~four (4%)three (3)~~ percent.
11 B. Effective July 1, 202~~6~~⁴, all salary ranges for classified employees covered by this
12 Agreement will be increased by ~~three (3) eight (8)one six (1)(6) two (2)six (6%)~~
13 ~~three (3%)two (2)~~ -percent.
14 C. Employees who have been at Step L for six (6) consecutive years in the same salary
15 range or more will progress to Step M.
16 D. **Minimum Wage:** The University will implement any State of Washington
17 minimum wage increase enacted during the term of this Agreement as mandated by
18 the State.
19 E. **Minimum Wages Determined by Local Ordinances:** Any employee who has a
20 permanent assigned duty station within a local jurisdiction which has passed an
21 ordinance establishing a minimum wage higher than the minimum wage
22 established by the State, will be paid no less than the minimum wage directed by
23 the local ordinance.
24 — For the term of this Agreement (July 1, 202~~3~~⁵-- June 30, ~~2025~~²⁰²⁷) only, the
25 University agrees to pass through, at the rate of one-hundred (100) percent, any
26 legislature approved salary increases to the General Services Salary Schedule to
27 all job classes covered by this Agreement if the scale reflects a higher percentage
28 than in Article 24.1.A and 24.1.B. Any increase will be applied no later than the
29 date the legislature indicates the increases take effect. Should non-uniformed
30 classified employees of the University represented by another union, receive
31 general compensation increases at a higher percentage than those reflected in
32 Article 24.1.A and 24.1.B during the 20~~22~~²⁴ negotiations session, employees
33 covered by this Agreement will receive the same percentage general increases.

34 Salary ranges for each Job Classification are identified in the Office of Financial
35 Management State HR Classified Job Listing. ~~Similarly, should classified~~
36 ~~general state government employees represented by WFSE receive general~~
37 ~~compensation increases from State Funding at a higher percentage than those~~
38 ~~included in this Agreement, employees covered by this Agreement will receive~~
39 ~~the same percentage general increases. However, WSU and WFSE will not be~~
40 ~~required to decrease their compensation to match any other agreements.~~

41 F.
42 ~~G.~~—Should salary ranges assigned to job classifications on the Office of Financial
43 Management State HR Classified Job Listing adjust upwards, those job
44 classifications covered by this Agreement will adjust equally.

45 G. The University will continue to engage in reviews of classification compensation
46 adjustments through the OFM Classification Compensation Needs Assessments process
47 as the University deems appropriate, through the term of the Contract. Should salary
48 ranges be approved and funded through the state to adjust upwards for WSU job
49 classifications specifically, WSU will implement the adjustments no later than the date
50 the legislature indicates the increases take effect.

51
52 **24.2 RELOCATION COMPENSATION**

53 The University may authorize relocation compensation or reimbursement for
54 moving expenses in accordance with RCW 43.03.110, RCW 43.03.120 and/or RCW
55 43.03.125.

56 **24.3 SALARY MOVEMENT**

57 A. Except as specified below, on an employee's periodic increment dates they will
58 receive a two (2) step increase within the assigned salary range until such time as
59 they reach Step L.

60 B. **Recruitment and Retention:** An Appointing Authority may request to the Chief
61 Human Resource Officer to adjust an employee's base salary up to step M within
62 the salary range to address issues that are related to recruitment, retention or
63 other ~~business-related~~business-related reason, such as equity, alignment, or
64 competitive market conditions.

65 C. **Education Incentive:** An Appointing Authority may request to the Chief Human

66 Resource Officer to adjust an employee's base salary up to two steps within the
67 salary range, up to step M, for employees who obtain departmental pre-approved
68 ~~job-related~~~~job-related~~ training certificates, licensure or degrees, not required by
69 the department. Determination of whether or not a certificate or license is job
70 related, is at the discretion of the department. Employees must submit requests in
71 advance in accordance with Article 23.

72 D. **Transfer:** When an employee transfers from one position to another position in the
73 same or different classification at the same salary range, they will retain their step
74 in the salary range.

75 E. **Promotion:** When an employee moves to a position in a classification with a higher
76 salary range, they will be placed at either the starting step of the new range or the
77 step which provides a minimum of a two (2) step increase, whichever is higher, not
78 to exceed Step M of the new range.

79 F. **Demotion:**

80 1. When an employee is demoted to a position in a classification with a lower
81 salary range they will be placed at the same step in the new range on a step-
82 for-step basis not to exceed Step L.

83 2. When an employee voluntarily demotes to a position in a classification with
84 a lower salary range, they will be placed at the same step in the new range
85 as they hold in the current range. An appointing authority may petition
86 Human Resource Services to appoint the employee at a higher step in the
87 range, not to exceed the salary range maximum.

88 3. When an employee is demoted or voluntarily demotes to classification in
89 which they have held permanent status, they will not serve a trial service
90 period; unless the University determines the positions are not closely
91 related, then a trial service period may be required.

92 4. When an employee is demoted or voluntarily demotes to classification in
93 which they have not held permanent status, they will serve a trial service
94 period.

95 G. **Reversion:** When an employee voluntarily or involuntarily reverts during their trial

96 service period, the employee returns to the classification in which they most
97 recently held permanent status, or when they move to a classification in the same
98 or lower salary range, the salary the employee was receiving prior to promotion
99 will be reinstated.

100 H. **Elevation:** When an employee is promoted to a higher classification in which the
101 employee previously held permanent status, they will be placed either at the starting
102 step of the new range or the step which provides a minimum of a two (2) step
103 increase, whichever is higher, not to exceed Step M of the new range.

104 I. **Temporary Upgrade:**

105 1. When the University assigns an employee to a position in a classification
106 with a higher salary range for a period of fourteen (14) days or more, they
107 will be placed (for the full duration of the assignment) at either the starting
108 step of the range or the step which provides a minimum of a two (2) step
109 increase, whichever is higher, not to exceed Step M of the new range.

110 2. **Bargaining Unit 13 and 20, Lead Workers:** The employee will be paid
111 for the duration of their assignment in accordance with Article 7.1.H.2, at
112 the starting step of the new salary range or the step which provides a
113 minimum of a two (2) step increase, whichever is higher, not to exceed Step
114 M of the new range.

115 3. The University will not rotate employees in and out of assignments for the
116 sole purpose of avoiding payment of the higher-level pay. However, the
117 University may use rotating assignments for the purpose of employee
118 development or operational necessity.

119 J. **Reallocation:**

120 1. Reallocation to a classification with a higher salary range maximum will
121 result in a minimum increase of two (2) steps not to exceed Step M, unless
122 the first step of the new range is more than two (2) steps above employee's
123 current salary in which case the employee is placed at the first step of the
124 new range. The Appointing Authority may request, to Human Resource
125 Services, the employee's salary be established at a higher step based on the

- 126 individual's qualifications and experience.
- 127 2. Reallocation to a classification with an equal salary range maximum will
- 128 result in the employee retaining their previous base salary.
- 129 3. Reallocation to a classification with a lower salary range maximum will
- 130 result in the employee being placed at the step in the new range that is
- 131 equivalent to the current salary unless it exceeds the salary maximum, in
- 132 which case the employee receives the top step of the new range. If the
- 133 employee chooses to remain in the position with the lower salary range
- 134 maximum the employee retains the existing appointment status. Upon
- 135 request by the employee, the employee will be placed on the University's
- 136 layoff list for the classification occupied prior to the reallocation and may
- 137 elect to undergo the layoff process.

138 **24.4 PREMIUM PAY**

139 A. **Shift Differential**

140 1. An employee regularly assigned to a work shift in which the majority of

141 time is worked on a daily basis between 6 PM and 6 AM, will receive shift

142 differential for all hours worked. The shift differential is ~~one (1) two (2)~~

143 ~~dollars, fifty cents (2.50) per hour or four hundred thirty five (435) dollars~~

144 ~~per month, or one hundred and seventy four (174) dollars per month.~~

145 2. An employee regularly assigned day shift will receive shift differential

146 when they are temporarily assigned a full shift which includes hours after 6

147 PM and before 6 AM where no overtime, or call back compensation is

148 received. Shift differential for day shift employees is paid for only those

149 hours worked between 6 PM and 6 AM. The shift differential is ~~one-two~~

150 ~~(1) dollars, fifty cents (2.50) per hour.~~

151 ~~2. Any increase to Shift Differential rates approved for the University will be~~

152 ~~universally applied to this Agreement.~~

153 B. **Call-Back**

154 1. An employee reporting for work at the University's request which is not

155 scheduled in advance and which is outside of and not contiguous with their

156 regular work period, shall be guaranteed two (2) hours call-back pay at their

Commented [WK1]: 174*2.50

- 157 regular non-overtime hourly rate, which shall not be used for purposes of
158 calculating overtime. In addition, the employee shall be paid for actual time
159 worked at the appropriate rate of pay.
- 160 2. Employees possessing the necessary knowledge, skills and abilities to
161 perform the required work will be called in order of seniority excluding
162 those employees who are in a leave status including compensatory time off
163 during that work day.
- 164 3. Employees shall be expected to respond as directed by the University.
- 165 C. **Standby:** An overtime-eligible employee is in standby status while waiting to be
166 engaged to work by the University when the following conditions exist:
- 167 1. The employee is required to be present at a specified location or
168 immediately available to be contacted. The location may be the employee's
169 home or other specified location.
- 170 2. The University requires the employee to be prepared to report immediately
171 for work if the need arises, although the need might not arise.
- 172 3. Standby status will not be concurrent with work time. An employee on
173 standby status called to return to work does not qualify for call-back pay.
174 The employee shall be paid for actual time worked at the appropriate rate
175 of pay.
- 176 4. Employees on standby status will be compensated at a rate of seven (7)
177 percent of their hourly base salary for time spent in standby status.
- 178 5. **Bargaining Unit 13 Employees Only:** An employee who is called back
179 to work by the University will be guaranteed two (2) hours call back time
180 pay at the base rate, which will not be used for purposes of calculating
181 overtime and will be paid for actual time worked at the appropriate rate of
182 pay. Standby status will cease upon arrival at the worksite and resume
183 standby status upon departure from the worksite.
- 184 D. **Hazardous Conditions Pay:** Hazardous conditions pay is a premium added to the
185 base salary and is intended to be used only as long as the hazardous conditions upon
186 which it is based are in effect. The supervisor must approve in advance the

- 187 assignment of tasks for which hazardous conditions pay would apply.
- 188 1. Hazardous conditions pay does not apply to tasks normally expected for the
- 189 employee's assigned job class.
- 190 2. **Eligible Work:**
- 191 a. Work on a swing staging or tile/slate/metal roof (without
- 192 protective parapet) which is thirty-five (35) feet or more above
- 193 the ground or floor.
- 194 b. Sandblasting work requiring special protective clothing and air
- 195 line respiratory protection.
- 196 c. Work requiring a full face mask with air line or catalytic-type
- 197 respiratory protection.
- 198 3. The salary premium for hazardous conditions is one dollar and fifty cents
- 199 (\$1.50) per hour with a two (2) hour minimum per event.
- 200 4. The University will provide necessary training prior to assigning these
- 201 tasks to employees.

202 **24.5 FUNDING**

203 The University will request full funding from the State for any bargaining units added
204 under the provisions of Article 5.1.B. All economic items (wages and benefits) must be
205 funded by the State prior to those terms and conditions being implemented.

206 **24.6 SALARY OVERPAYMENT**

207 In the event an employee receives a salary overpayment the process outlined in RCW 49.48.200
208 and RCW 49.48.210 (10) will be used to administer the recovery of wages or any associated
209 challenge.

210

211


09/18/2024

 09/19/2024

216
217 Kendra L Hsieh, WSU Date

Sarah Smith, WFSE Date

218
219
220

6 **ARTICLE 30**
7 **TERM OF AGREEMENT**
8
9

10 **30.1** This Agreement will be effective July 1, 202~~5~~³ and will remain in effect through June 30,
11 202~~7~~⁵. If this Agreement expires while negotiations between the Parties are underway for
12 a successor agreement, the terms and conditions of this Agreement will remain in effect
13 until the effective date of a successor agreement, or June 30, 202~~8~~⁶, whichever is earlier.
14 Thereafter, the University may unilaterally implement according to law.

15 **30.2** ~~MASTER-COLLECTIVE BARGAINING~~ **AGREEMENT NEGOTIATIONS**

16 A. For the negotiations of the 202~~7~~⁵-202~~7~~⁹ Collective Bargaining Agreement, the
17 University will provide a pool of up to five hundred (500) hours of paid release
18 time for allocation among the Union Table Team members. The allocation of the
19 five hundred (500) hours among the Table Team shall be determined by the
20 Union.

21 B. Confidentiality/Media Communication

- 22 1. Bargaining sessions will be closed to the press and the public unless
23 agreed otherwise by the chief spokespersons.
24 2. No proposals will be placed on the parties' web sites.
25 3. The parties are not precluded from generally communicating with their
26 respective constituencies about the status of negotiations while they are
27 taking place.
28 4. There will be no public disclosure or public discussion of the issues being
29 negotiated until resolution or impasse is reached on all issues submitted
30 for negotiations. This does not preclude the discussion of these items with
31 their respective constituencies or other applicable entities.

32



07/16/2024



07/16/2024

37
38

Kendra L Hsieh, WSU Date

Sarah Smith, WFSE Date

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

This MOU is to clarify and resolve ~~any and all the~~ matters relating to parking in the 2025 - 2027 WSU and WFSE Collective Bargaining Agreement. ~~-(CBA.)(Agreement or Contract).~~

Parking

1. For Dining Services employees, who are regularly assigned by their department, to different work locations, the university will provide cross-numerical parking permits, within the same color zone. This provision will be in place for the 2025-2027 parking permit years. (August 1, 2025 – July 31, 2026, and August 1, 2026 – July 31, 2027) Dining employees who meet the above criteria are responsible for contacting Transportation Services directly to request cross-numerical parking permits.
2. The University will designate the Cattle Feeding Lab parking lot (lot 190) as a blue lot for the life of the agreement 2025-2027 parking permit years- (August 1, 2025 – July 31, 2026 and August 1, 2026 – July 31, 2027) ~~for the period of August 1, 2025, to July 31, 2026.~~ The parking permit rates shall only increase for this lot at the same amount as any other permit increase. See included map.



09/19/2024

Kendra L Hsieh, WSU Date

Sarah L. Smith 09/19/2024

Sarah Smith, WFSE Date

WSU Articles that will Retain their Current Contract Language (CCL):

Article	Opened
1	CCL
2	Updated
3	CCL
4	CCL
5	Updated
6	CCL
7	CCL
8	CCL
9	CCL
10	CCL
11	CCL
12	CCL
13	CCL
14	CCL
15	CCL
16	Updated
17	Updated
18	Updated
19	CCL
20	CCL
21	CCL
22	CCL
23	CCL
24	Updated
25	CCL
26	CCL
27	CCL
28	CCL
29	CCL
30	Updated
App A	CCL
App B	CCL
App C	CCL
App D	CCL
App E	CCL
Parking MOU	Updated