

**MEMORANDUM OF UNDERSTANDING (MOU)**  
**BETWEEN**  
**THE EVERGREEN STATE COLLEGE (EVERGREEN)**  
**AND**  
**WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)**  
**CLASSIFIED EMPLOYEES**

**COMPENSATION RE-OPENER**  
**2021-2023 COLLECTIVE BARGAINING AGREEMENT**

During master agreement negotiations of the classified employees 2021-2023 collective bargaining agreement, the Parties agreed to the following compensation MOU re-opener:

*A re-opener for compensation may occur upon the request of either the Employer or the Union if the Employer realizes a budget and/or enrollment recovery or shortfall that results in an overall impact in the Employer's financial status, either party may request to re-open the Agreement to bargain over economic terms of the Agreement. The Parties agree that the Union or Employer may re-open negotiations effective July 1, 2021 for the purposes of bargaining economic terms. The request for negotiations must be received by the other Party no later than July 15, 2021, and negotiations will conclude by September 15, 2021. Any resulting agreement will remain subject to required findings by the Governor's Office of Financial Management 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. Nothing in this paragraph obligates either party to agree to any proposal.*

The Parties acknowledge and understand that the Employer has not realized a budget and/or enrollment recovery. The Parties also acknowledge and understand that in order to address and respond to employee recruitment and retention issues, the Employer must be able to compensate classified employees at amounts that are competitive with general government compensation plans.

Therefore, effective July 1, 2022, the Parties agree to match the effective date and across the board percentage increase reached at the negotiation table for the WFSE and OFM LRO general government classified employees wage re-opener negotiations provided that the Governor's Office of Financial Management 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.

The Parties further agree that this one-time, non-recurring agreement is not precedent setting and does not establish a practice.

For WFSE:

/s/ James Dannen  
James Dannen  
WFSE Labor Advocate

/ 8/18/21  
Date

For Evergreen:

Laurel R. Uznanski  
Laurel R. Uznanski  
AVP for Human Resource Services

8/18/2021  
Date