

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE EVERGREEN STATE COLLEGE
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES, COUNCIL 28
UNIFORMED PERSONNEL

Sick Leave Use

Due to the passage of Engrossed Substitute House Bill 1875 amending RCW 49.46.210, which expands the purposes for which an employee may use sick leave, the parties agree to modify Article 12, Section 12.2 – Sick Leave Use by adding a new subsection as follows:

- J. To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.

By adding the above-referenced new subsection to Article 12, Section 12.2, the parties also agree to modify Article 12, Section 12.3 – Use of Compensatory Time, Vacation Leave or Personal Holiday for Sick Leave Purposes as follows:

The Employer may allow an employee who has used all of their sick leave to use compensatory time, vacation leave or all of a personal holiday or personal leave day for sick leave purposes as provided in Article 12.2 A. An employee who has used all of their sick leave may use compensatory time, vacation leave or all of a personal holiday for sick leave purposes as provided in Article 12.2 B – J.

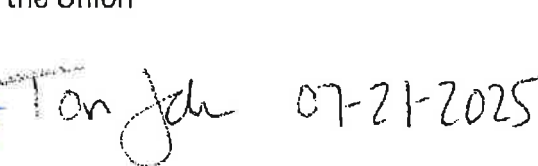
This MOU shall be effective July 27, 2025 through June 30, 2027.

Dated:

An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer

For the Union

Laurel R. Uznanski, AVP for HRS

Ton Johnson, Lead Negotiator

The Evergreen State College

WFSE/AFSCME Council 28