

1 MEMORANDUM OF UNDERSTANDING

2
3 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT
4 BETWEEN THE WASHINGTON FEDERATION OF STATE EMPLOYEES LOCAL 931 (THE
5 "UNION") AND EASTERN WASHINGTON UNIVERSITY (THE "UNIVERSITY") PURSUANT
6 TO ARTICLE 29, SECTION 3 (29.3) OF THE COLLECTIVE BARGAINING AGREEMENT (CBA)
7 BEGINNING JULY 1, 2017.
8
9

10 The Washington State Legislature approved Substitute House Bill 1521, which amends RCW
11 43.01.040 by removing the requirement that an employee must work at least six months before taking
12 vacation leave, beginning effective July 1, 2017.
13

14 Article 29.3.1 of the CBA between the Union and the University prohibits employees from taking
15 vacation leave until they have successfully completed the probationary period of at least six (6)
16 months.
17

18 **The parties agree that:**
19

- 20 1. Article 29.3.1 of the CBA between the Union and the University will be superseded by Substitute
21 House Bill 1521 beginning effective July 1, 2017.
22
23 2. Employees in probationary status covered by the CBA will be allowed to utilize vacation leave
24 upon accrual consistent with the amended provisions of RCW 43.01.
25
26

27 This Memorandum of Understanding shall be effective July 1, 2017 and will be attached to the
28 Collective Bargaining Agreement dated July 1, 2017.
29
30
31

32 THE WASHINGTON FEDERATION OF
33 STATE EMPLOYEES LOCAL 931

34
35 BY: Ron Heley

36 Ron Heley, Labor Advocate

37
38 DATE: 6/16/2017
39
40
41
42
43
44
45
46
47
48
49

EASTERN WASHINGTON UNIVERSITY

BY: Joseph Huxa

Joseph Huxa, Labor Relations Manager

DATE: 6/16/2017