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**MEMORANDUM OF UNDERSTANDING
BETWEEN
EASTERN WASHINGTON UNIVERSITY
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES**

This Memorandum of Understanding (MOU) sets forth the following Agreement between the Washington Federation of State Employees, AFSCME Council 28 (The "Union") and Eastern Washington University (The "University") regarding the extension/roll-over of the 2019-2021 Collective Bargaining Agreement. This MOU shall be attached to the 2021-2023 CBA.

The parties agree that the terms and provisions of the 2019-21 agreement, including the current salary schedule, will continue unchanged in the 2021-23 Collective Bargaining Agreement except as detailed below:

- The title page and "footers" of the CBA shall be amended to reflect the proper term of this CBA (2021-2023). The CBA signature page shall be amended to reflect current Bargaining Team members and signees
- Regarding the Police Department: Due to the Tentative Agreement reached between the Union and the University establishing a separate agreement for Uniformed Personnel effective July 1, 2021, all references to uniformed personnel will be void upon expiration of the '19-'21 CBA at midnight, June 30, 2021. As all references are void, they are therefore also removed from the '21-'23 contract.

Both the Union and the University recognize the Uniformed Personnel's independent CBA as the governing document containing all negotiated provisions for those employees, beginning July 1, 2021.

- Article 19.1 Base Wages Increases of the CBA shall be amended to read as follows:
 - 19.1.1 For the term of the current Agreement (July 1, 2021 – June 30, 2023) only, the University agrees to pass through at the rate of 100%, any legislature funded salary increases or COLAs to all job classes covered by this CBA. Any increase will be applied no later than the date the legislature indicates the increase take effect.
 - 19.1.2 Classified employees subject to this Agreement who are employed with the University on July 1, 2021 will receive a one hundred dollar (\$100) signing payment on the July 25, 2021 pay day.

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19.1.3 Understanding that the University's budget situation may improve over the next year, the Union and University agree that between August 1, 2021 and August 31, 2021 the Union may request negotiations on Article 19.1 Base Wage Increases and the University will agree to meet and negotiate in the event of such request.

19.1.4 Stricken from the Agreement

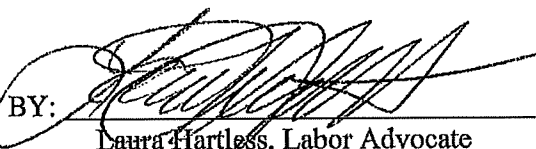
• Article 48—TERM OF THE AGREEMENT

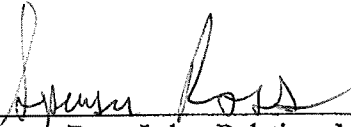
48.1 Effective Date and Term. This Agreement will become effective July 1, 2021, and will continue in full force and effect until midnight June 30, 2023; provided that in accordance with RCW 41.80.090, if this Agreement expires while negotiations between the parties are underway for successor agreement, the terms and conditions of this Agreement will remain in effect until the earlier of the date a successor agreement becomes effective or one (1) year from the expiration date.

48.2 Amendments to the Agreement. This Agreement may be modified or amended only by the mutual agreement of the parties. Each amendment shall be reduced to writing, shall be designated on its face as an amendment to this Agreement, and shall be attached to and incorporated into this Agreement.

THE WASHINGTON FEDERATION OF
STATE EMPLOYEES LOCAL 931
UNIFORMED PERSONNEL

EASTERN WASHINGTON UNIVERSITY

BY: 
Laura Hartless, Labor Advocate

BY: 
Spenser Ross, Labor Relations Manager

DATE: 10/6/2020

DATE: 10/6/2020

