

1 MEMORANDUM OF UNDERSTANDING (MOU)

2
3 **BETWEEN EASTERN WASHINGTON UNIVERSITY (EWU) AND**
4 **PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU 1948 (PSE)**
5 **REPRESENTED ADMINISTRATIVE EXEMPT EMPLOYEES**
6

7 THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE
8 FOLLOWING AGREEMENT BETWEEN THE PUBLIC SCHOOL EMPLOYEES OF
9 WASHINGTON / SEIU LOCAL 1948, EWU CHAPTER (REPRESENTED ADMINISTRATIVE
10 EMPLOYEES) AND EASTERN WASHINGTON UNIVERSITY (EWU). THIS AGREEMENT IS
11 ENTERED INTO PURSUANT TO ARTICLE XXXIX, SECTION 39.2 OF THE CURRENT
12 COLLECTIVE BARGAINING AGREEMENT (CBA).
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14 Recitals

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16 On November 19, 2020, an MOU was executed between the parties which allowed the University to
17 utilize a combination of temporary (voluntary and mandatory) furloughs and layoffs of PSE represented
18 employees to address its budgetary shortfall. As authorized by the MOU, the University issued
19 notification on November 20, 2020, of its intent to institute a mandatory temporary furlough for all PSE
20 represented employees who worked more than half-time and whose salaries, as of September 1, 2020,
21 were more than \$40,000 per year. It was announced that the mandatory temporary furlough would be
22 twelve (12) months in duration, from December 1, 2020, through November 30, 2021, and each
23 employee would be expected to use the equivalent of one (1) day of furlough time per month worked
24 during the term of the MOU. Employees were notified of the University's expectation that they work
25 with their supervisors to coordinate their furlough schedules for this period.
26

27 On November 12, 2021, the University performed an audit on the amount of furlough time each PSE
28 represented employee had used, and how much mandatory furlough time remained for each furlough-
29 eligible individual. The analysis found that, as of October 31, 2021, a number of individuals had large
30 balances of unused furlough time. As such, the parties met on November 16, 2021, to discuss the issue
31 of remaining furlough balances, and agreed to the following:
32

33 Agreement

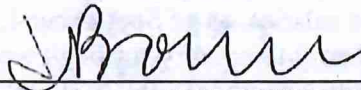
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- 35 1. The deadline for each furlough-eligible PSE represented employee to complete their required
36 furlough time under the November 19, 2020, MOU shall be extended by thirty (30) calendar
37 days, to 5:00pm Thursday, December 30, 2021.
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 - 39 2. Furlough-eligible PSE represented employees will not be expected to complete an additional
40 furlough day for the period of December 1-30, 2021.
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 - 42 3. Employees with outstanding furlough balances shall confirm with their supervisor by Monday,
43 November 29, 2021, their plan to use their remaining furlough time balance no later than
44 December 30, 2021.
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 - 46 4. No additional extensions of the mandatory temporary furlough deadline shall be offered or
47 agreed upon by the parties.

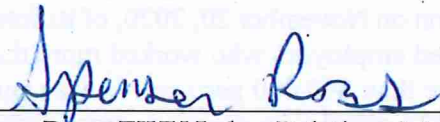


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2 5. Furlough-eligible employees who fail or refuse to complete their required furlough time by
3 end-of-shift on December 30, 2021 may be subject to constructive or disciplinary action, up to
4 and including termination.
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6 6. The parties agree that this MOU, which extends the deadline for completion of the mandatory
7 temporary furlough, does not extend the sunset date of the MOU executed on November 19,
8 2020.
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10 7. This MOU shall be effective upon execution and shall be attached to the current CBA.
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13 PUBLIC SCHOOL EMPLOYEES OF
14 WASHINGTON/SEIU LOCAL 1948
15 EASTERN WASHINGTON UNIVERSITY
16 (EWU) CHAPTER

EASTERN WASHINGTON UNIVERSITY

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22 Jossie Brown, PSE of EWU President

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22 Spenser Ross, EWU Labor Relations Manager

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25 Date: 11/23/2021

25 Date: 11/23/2021

