

Memorandum of Understanding
between
Eastern Washington University and United Faculty of Eastern
for
Amendment of Article 11.6 Parental Leave of the Collective Bargaining Agreement

This Memorandum of Understanding (MOU) sets forth the following agreement between the United Faculty of Eastern Washington University (the "Union" or "UFE") and Eastern Washington University (the "University" or "EWU").

Eastern Washington University and the United Faculty of Eastern agree that birth-giving and non-birth-giving parents should enjoy the same flexibility to use parental leave following the birth of a child, adoption of a child, or a foster child being placed under their care. As such the parties agree to amend the current Collective Bargaining Agreement (CBA) as follows:

Agreement

Article 11.6 of the current CBA between EWU and UFE shall be amended to read as follows:

11.6 Parental Leave. Tenured, tenure-track and special faculty with multi-year contracts will be entitled to take up to six (6) consecutive weeks of paid leave to care for a newborn child, a newly adopted child, or a child newly placed into foster care. Parental leave must be used within twelve (12) months of the birth or placement of the child. In situations where both parents are eligible for leave and work in the same department, they will be expected to coordinate use so that their leaves do not occur at the same time. When possible, faculty members are expected to provide at least thirty (30) days' notice of the need for parental leave, and should coordinate the timing of their leave with the chair to minimize the disruption to the classes or staffing.

This Agreement shall take effect upon execution and be approved and effective on the last date signed below.

All other terms of the current UFE-EWU CBA shall remain in full force and effect.

UNITED FACULTY OF EASTERN

EASTERN WASHINGTON UNIVERSITY

BY: Michael F. Conlin
Michael Conlin, UFE President

BY: Jonathan Anderson
Jonathan Anderson, EWU Provost

DATE: May 11, 2023

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