

**Memorandum of Understanding
between
Eastern Washington University and United Faculty of Eastern
for
Amendments to the Collective Bargaining Agreement as it pertains to Long Term Disability
Insurance and Short Term Disability Leave eligibility**

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”).

During the negotiations between the parties for the 2022-2025 Collective Bargaining Agreement, a new class of Special Faculty, Clinical Faculty, were introduced into the Agreement. Following completion of negotiations, and following the effective date of the Agreement, the parties recognized that no references to Assistant Clinical Faculty, Associate Clinical Faculty, or Full Clinical Faculty were made in Article 8.15.1 Long Term Disability Insurance and Article 11.3.3 Short-Term Disability Leave. To remedy this unintended outcome, the parties agree as follows:

Agreement

Article 8.15.1 of the current CBA between EWU and UFE shall be amended to read as follows:

8.15.1 Long Term Disability Insurance. The University will provide eligible probationary faculty, tenured faculty, and senior lecturers/librarians/clinical faculty with long-term disability insurance, with a 90-day benefit waiting period, through the Washington State Health Care Authority (“WSHCA”). Eligibility shall be determined by the rules applicable to the long-term disability insurance plan.

Article 11.3.3 (a) and (b) of the current CBA between EWU and UFE shall be amended to read as follows:

11.3.3 Amount of Disability Leave.

- (a) Lecturers, library associates, clinical assistant faculty, and faculty in residence will be entitled to paid disability leave during the term of their contract up to a maximum of the number of weeks noted in the table below.

Years Completed at EWU	Weeks of Paid Disability Leave
<1	2
1	2
2	4
3	6
4	8
5+	10

- (b) Senior lecturers, senior library associates, clinical associate faculty, clinical full faculty, and probationary faculty shall be entitled to up to twelve (12) workweeks of paid short-term disability leave during an academic year; provided that nothing in this Section will require an extension of the term of appointment for a special faculty or probationary faculty member.

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: 10/10/2023

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