

**D. MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES
HIGHER EDUCATION COMMUNITY COLLEGE COALITION**

Sick Leave Use

Due to the passage of Engrossed Substitute House Bill 1875 amending RCW 49.46.210, which expands the purposes for which an employee may use sick leave, the parties agree to modify Article 12, Section 12.2, Sick Leave Use, by adding a new subsection as follows:

- I. To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.

This MOU shall be effective July 27, 2025 through June 30, 2027.

Dated: 5/22/2025

An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer

For the Union

Patricia Foshaug

Mark Hamilton

Patricia Foshaug, Labor Negotiator

Mark Hamilton, Labor Advocate

OFM/SHR Labor Relations &

Washington Federation of State

Compensation Policy Section

Employees, Council 28