

**MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 THE STATE OF WASHINGTON  
 AND  
 WASHINGTON FEDERATION OF STATE EMPLOYEES**

**Compensatory Time for the Department of Social and Health Services at 24/7  
 Facilities**

DSHS is opening a new facility – Olympic Heritage Behavioral Health. To provide consistency within existing provisions that apply to DSHS BHA facilities contained in this collective bargaining agreement the parties agree to modify Agency MOU D as follows:

In addition to the provisions of Article 7.5, the parties agree to the following for overtime-eligible employees working at the Department of Social and Health Services at Eastern State Hospital, Western State Hospital, Olympic Heritage Behavioral Health Facility, Child Study and Treatment Center, Special Commitment Center, Fircrest School, Lakeland Village, Rainier School, Yakima Valley School, State Operated Living Alternatives (SOLA), State Operated Community Residential (SOCR), Competency Restoration Programs at Fort Steilacoom (FSCR) and Maple Lane (MLCRP), Civil Residential Treatment Facilities (RTF) at the Maple Lane Campus and the Brockman Campus in Vancouver, and the NGRI Residential Treatment Facility (RTF) at the Maple Lane Campus.

The Employer will only agree to approve compensatory time in lieu of cash payments for overtime to an overtime-eligible employee when the employee works a majority of their shift (for night shift, when the shift begins) on any of the following dates:

			<b>2024</b>	<b>2025</b>	
			01/01/24	01/01/25	New Year's Day
			01/15/24	01/20/25	Martin Luther King Jr. Day
			02/19/24	02/17/25	President's Day
			05/27/24	05/26/25	Memorial Day
			<del>6/19/24</del>	6/19/25	Juneteenth
		07/04/23	07/04/24		Independence Day
		09/04/23	09/02/24		Labor Day

		11/11/23	11/11/24		Veteran's Day
		11/23/23	11/28/24		Thanksgiving Day
		11/24/23	11/29/24		Native American Heritage Day
		12/25/23	12/25/24		Christmas Day

An employee may elect to accrue compensatory time in lieu of cash payment for overtime for the holiday calendar date or their designated holiday, but not both.

An Employee will follow the rules of compensatory time use per Article 7.5 C. and will only be allowed comp time usage for planned leave.

**This MOU is effective September 1, 2023 through June 29, 2025**

For the Employer

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Scott Lyders,  
Senior Labor Negotiator

For the Union

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Kurt Spiegel, Executive Director  
WFSE/AFSCME Council 28