

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
THE WASHINGTON FEDERATION OF STATE EMPLOYEES, AFSCME  
COUNCIL 28**

**Expansion of DSHS BHA Maple Lane Campus Facility**

The Department of Social and Health Services (DSHS), Behavioral Health and Treatment Center – Maple Lane Campus has been expanded and is considered one facility effective July 1, 2024. As a result of bargaining over the expansion of the Maple Lane facility as one campus, the parties enter into the recognitions and agreements outlined below.

The parties recognize that effective July 1, 2024, Maple Lane Campus is considered one facility for the purposes of bids. Employees will perform regular work assignments on the unit and shift for which they were hired, excluding on-calls which will be utilized campus wide. If emergent or day of coverage is needed, Maple Lane will first use on-call staff for campus wide coverage, followed by voluntary overtime and mandatory overtime assignments prior to temporarily reassigning staff to another unit.

The parties agree that Article 6.17 of the parties' 2023-2025 CBA is amended as follows:

**6.17 Shift Exchange—Department of Social and Health Services (DSHS) and Department of Children, Youth and Families (DCYF)**

Overtime-eligible shift employees employed by DSHS at Eastern State Hospital, Western State Hospital, Olympic Heritage Behavioral Health Facility, Lake Burien Transitional Care Facility, [Maple Lane Campus](#), Child Study and Treatment Center, Special Commitment Center, Lakeland Village, Rainier School, Yakima Valley School, Fircrest School, and employees employed by DCYF at Greenhill School and Echo Glen Children's Center who have the same job classification will be allowed to exchange full shifts for positions in which they are qualified in accordance with the following.

The parties agree that Article 21.5 of the parties' 2023-2025 CBA is amended as follows:

**21.5 Safety Footwear**

The Employer will determine the employees that are required to wear safety footwear as essential Personal Protective Equipment (PPE).

A. Those employees in the following agencies will receive a biennial allowance of two hundred twenty-five dollars (\$225.00) per pair to be used for the purchase or repair of safety footwear in accordance with agency policy ANSI/OSHA standards and shall include, but not be limited to laces, toe-guards, insoles, and waterproofing.

- Ecology
- Department of Agriculture
- Department of Children, Youth, and Families
- Department of Enterprise Services
- Department of Fish and Wildlife
- Department of Social and Health Services –Maintenance Operations Division
- Department of Social and Health Services – Eastern State Hospital
- Department of Social and Health Services – Western State Hospital
- Department of Social and Health Services – Olympic Heritage Behavioral Health Facility
- Department of Social and Health Services – Lake Burien Transitional Care Facility
- Department of Social and Health Services - Behavioral Health & Treatment Center – Maple Lane Campus Unit
- Energy Facility Site Evaluation Council
- Labor and Industries
- Secretary of State


- Utilities and Transportation Commission
- Department of Veteran Affairs (classes listed in Appendix W)

**This MOU is effective upon full execution and will expire on June 30, 2025.**

**Dated February 3, 2024**

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

For the Employer

  
\_\_\_\_\_  
2/13/2025  
Scott Lyders, Senior Labor  
Negotiator  
OFM/SHR Labor Relations &  
Compensation Policy Section

For the Union

*Amy M. Spiegel* 2/12/2025  
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Amy Spiegel, Director of Advocacy  
Washington Federation of State  
Employees, Council 28