

1 **MEMORANDUM OF UNDERSTANDING**
2 **BETWEEN**
3 **THE STATE OF WASHINGTON**
4 **AND**
5 **WASHINGTON FEDERATION OF STATE EMPLOYEES**

6 The parties agree to modify Article 39, section 39.7B as follows:

7 B. The Union may submit informational fliers twice per month in PDF format to the
8 agency HR department's designated point of contact (POC) for distribution by the
9 agency to bargaining unit employees via the state email system. Content will be
10 appropriate to the workplace, politically non-partisan, in compliance with state ethics
11 laws, and identified as union literature. Content that does not meet these standards will
12 not be distributed by the agency. The union will provide the HR POC with a minimum of
13 three (3) business days' notice to distribute the flyer and every effort will be made for
14 distribution to be completed no later than the day following the notice period. This does
15 not extend use of the state's email system to the union for general communication
16 purposes beyond the provisions of this CBA. The agency will include the following
17 statement with each informational flyer:

18
19 *"This information is from the Washington Federation of State Employees, not your*
20 *employer. You are receiving this email in accordance with the collective bargaining*
21 *agreement. During meal breaks and on personal time, you may use your state issued*
22 *computers and internet access for the purpose of receiving and reviewing, distributed*
23 *information and forwarding it to a personal email address. ~~WFSE CBA Article 39~~*
24 *~~specifies the types of meetings which can be attended using your state issued computer~~*
25 *~~and internet access. The use of the state's electronic email system must remain de~~*
26 *~~minimis. Communication that occurs over state-owned equipment is the property of the~~*
27 *~~Employer and may be subject to agency review and/or public disclosure. Therefore,~~*
28 *~~Please~~ use your personal email and personal device for communications and meetings*
29 *related to union business. If you have any questions, please contact the WFSE Member*
30 *Connection Center (MCC) at 833-MCC-WFSE or email MCC@wfse.org from your*
31 *personal email."*

1 This MOU is effective upon full execution and expires June 30, 2027.

For the Employer:

Scott Lyders August 28, 2025
Scott Lyders, Senior Labor Negotiator
OFM/SHR Labor Relations &
Compensation Policy Section

For the Union:

Amy M. Spiegel August 28, 2025
Amy Spiegel, Director of Negotiations
WFSE/AFSCME Council 28

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