

**MEMORANDUM OF UNDERSTANDING
BETWEEN
WASHINGTON FEDERATION OF STATE EMPLOYEES
AND
CENTRAL WASHINGTON UNIVERSITY**

This Memorandum of Understanding (MOU) sets forth the following Agreement between the Washington Federation of State Employees, AFSCME Council 28 (The "Union") and Central Washington University (The "University"). To address recruitment challenges, the parties agree to adjust the salary ranges for the Plumber/Pipefitter/Steamfitter and Lead classifications under Article 40.21 (Special Pay Salary Ranges) as outlined below:

- Employees classified as Plumber/Pipefitter/Steamfitter will be assigned to salary grade 56G of the General Service Salary Schedule.
- Employees classified as Plumber/Pipefitter/Steamfitter with an active PL02 residential plumber license will be assigned to salary grade 57G of the General Service Salary Schedule.
- Employees classified as Plumber/Pipefitter/Steamfitter with an active PL01 commercial plumber license will be assigned to salary grade 58G of the General Service Salary Schedule.
- Employees classified as Plumber/Pipefitter/Steamfitter Lead will be assigned to salary grade 59G of the General Service Salary Schedule.
- Salary range adjustments for the current employees outlined above will be step for step increases. For example, a Plumber/Pipefitter/Steamfitter at Step M in grade 50G would be adjusted to Step M in grade 56G.
- Salary range adjustments for the current employees outlined above will become effective on July 1, 2025, and the adjusted ranges shall remain in effect until June 30, 2027.

1. The University has submitted to the Office of Financial Management a Special Pay request due to recruitment issues to adjust the salary ranges of the Plumber/Pipefitter/Steamfitter and Plumber/Pipefitter/Steamfitter Lead classifications based on recruitment issues. The Office of Financial Management has confirmed their decision on the request as follows:

Classification	Final OFM Approved Range
Plumber/Pipefitter/Steamfitter	56G
Plumber/Pipefitter/Steamfitter Lead	59G

THE PARTIES, BY THEIR SIGNATURES BELOW, ACCEPT AND AGREE TO THE TERMS AND CONDITIONS OF THIS MOU.

For Central Washington University

Megan Kratzer
Megan Kratzer

Director of Labor Relations

07/17/2025

Date

For Washington Federation of State Employees

Linda Emin
Linda Emin

WFSE Labor Negotiator

7/16/25

Date