

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE EVERGREEN STATE COLLEGE (EVERGREEN)
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES, COUNCIL 28 (UNION)
STUDENT SUPPORT SERVICES STAFF UNION (SSSSU)**

Victims of Hate Crimes

During the 2025 Washington State Legislative session, SSB 5101 was passed and signed into law effective January 1, 2026. SSB 5101 amends RCW 49.76, Domestic Violence Leave, expanding access to leave to include employees who are victims of hate crimes, and ensuring that victims of hate crimes are able to seek and maintain employment without fear of discrimination.

Hate crime is defined as the commission, attempted commission or alleged commission of an offense described in RCW 9A.36.080. It includes, but is not limited to, offenses that are committed through online or internet-based communication.

Effective January 1, 2026, the parties agree that **Article 2, Non-Discrimination**, of the 2025-2027 Student Support Services Staff Union Collective Bargaining Agreement will be modified as follows:

- 2.1** Under this Agreement, neither party will discriminate against employees on the basis of race (including traits historically associated or perceived to be associated with race such as, but not limited to, hair texture and protective hairstyle(s)), color, religion, creed, national origin, citizenship or immigration status, sex, status as a breast/chest feeding employee, sexual orientation, gender identity, gender expression, genetic information, marital status, age, disability, pregnancy, status as a disabled veteran, a Vietnam era veteran or other covered veteran (as defined by College policy), use of a trained guide or service animal by a person with a disability, status as a victim of domestic violence, sexual assault, ~~or~~ stalking, or hate crime, or other characteristics protected by College policy and/or any other legally protected class. Bona fide occupational qualifications based on the above traits do not violate this Section..

Also, effective January 1, 2026, the parties agree that **Article 18.14, Domestic Violence Leave**, of the 2025-2027 Student Support Services Staff Union Collective Bargaining Agreement will be modified as follows:

18.14 Domestic Violence Leave

In accordance with the Domestic Violence Leave Act, RCW 49.76, leave without pay, including intermittent leave, will be granted to an employee who is a victim of domestic violence, sexual assault, ~~or~~ stalking, or hate crime.

Family members of a victim of domestic violence, sexual assault, ~~or~~ or hate crime will be granted leave without pay to help the victim obtain treatment or seek help. Family member for the purpose of domestic violence leave includes child, spouse or state registered domestic partner as defined by RCW 26.60.020 and RCW 26.60.030, parent, parent-in-law, grandparent or a person the employee is dating. The Employer may require verification from the employee requesting leave.

Agreed To:

11/17/2025

Date

For the Union:



Becky K. Stephens
Labor Negotiator
WFSE/AFSCME Council 28

For the Employer:



Laurel R. Uznanski,
AVP for Human Resource Services
The Evergreen State College