

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
AMERICAN BEHAVIORAL HEALTH SYSTEMS
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)

Sick Leave Use

SB 5101 Implementation

Due to the passage of [Senate Bill 5101](#) adding hate crimes to the existing protected leave status for victims of sexual assault, stalking, or domestic violence, effective January 1, 2026, The parties agree to modify provisions of the Collective Bargaining Agreement as indicated below:

Article 5, Section 5.2

To the extent required by federal and state law, there will be no discrimination against any employee on the basis of race, color, creed, national origin, religion, political affiliation, military status, and status as an honorably discharged veteran, disabled veteran or Vietnam era veteran, age, sex, status as a breastfeeding mother, marital status, sexual orientation, gender expression, gender identity, any real or perceived sensory, mental or physical disability, genetic information, status as a victim of domestic violence, sexual assault, stalking or a hate crime, immigration status, citizenship or because of their participation or lack of participation in Union activities. “Race” is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and hairstyles.

This MOU shall be effective January 1, 2026.

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

Dated: 10/30/25

Dated: 10/29/2025

Tony Prentice

Tony Prentice

Tyler Wright

Tyler Wright

Chief Executive Officer

Labor Negotiator

American Behavioral Health Systems

Washington Federation of State Employees