

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

Sick Leave Use

Due to the passage of the Engrossed Substitute House Bill 1875 amending RCW 49.46.210, which expands the purposes for which an employee may use sick leave, the parties agree to modify Article 30, Section 30.2 – Use of Accrued Sick Leave by adding a new subsection as follows:

30.2.9

To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.

This MOU shall be effective July 27, 2025 through June 30, 2027.

Dated: 7/25/2025

For the Employer

Michael Fletcher

Mike Fletcher

Director of Labor Relations

Eastern Washington University

For the Union

Linda Emin

Linda Emin

Labor Negotiator

Washington Federation of State Employees