

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

Sick Leave Use

Due to the passage of 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 15, Section 15.3 – Sick Leave by adding a new subsection as follows:

J. 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.

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

Dated: 06/06/2025

Dated: 06/06/2025

Tony Prentice

Tony Prentice

Tyler Wright

Tyler Wright

Chief Operating Officer

Labor Negotiator

American Behavioral Health Systems

Washington Federation of State Employees