

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

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 12, Section 12.2 – Sick Leave Use by adding a new subsection as follows:

L. 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: May 30, 2025

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

For the Employer

Scott Lyders

Scott Lyders, Senior Labor Negotiator
OFM/SHR Labor Relations &
Compensation Policy Section

For the Union

Amy M. Spiegel

Amy Spiegel, Director of Negotiations
WFSE/AFSCME Council 28