

**Memorandum of Understanding
Between
Tacoma Community College
And
TCC Exempt Unit of 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 14, Section 14.3 – Sick Leave Use by adding a new subsection as follows:

I. 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: July 16, 2025

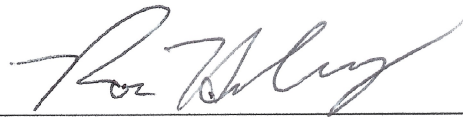
An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer

For the Union



Patricia McCray-Roberts
Acting President
Tacoma Community College



Ron Heley, Labor Negotiator
WFSE/AFSCME Council 28