

**Memorandum of Understanding  
Between  
South Puget Sound Community College  
And  
The Washington Federation of State Employees Exempt Unit,  
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 14.2 – Sick Leave Use 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.

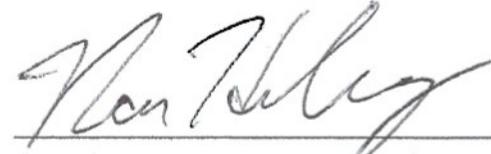
Dated: June 24, 2025

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

For the Employer

\_\_\_\_\_  
Samantha Dotson  
Samantha Dotson, SPSCC Executive Director of  
Human Resources

For the Union

  
\_\_\_\_\_  
Ron Heley, Labor Negotiator  
WFSE/AFSCME Council 28