

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

SB 5101 Implementation

Due to the passage of [Senate Bill 5101](#) adding hate crimes to the existing protected leave status for victims of sexual assault, stalking, or domestic violence, effective January 1, 2026, the parties agree to modify provisions of the Collective Bargaining Agreement as indicated below:

Article 2, Section 2.1

Under this Agreement, neither party will discriminate against employees on the basis of religion, age, sex, status as a breast/feeding parent, marital status, race, color, creed, national origin, political affiliation, military status, status as an honorably discharged veteran, disabled veteran or Vietnam era veteran, sexual orientation, gender expression, gender identity, any real or perceived sensory, mental or physical disability, genetic information, status as a victim of domestic violence, sexual assault ~~or~~ stalking [or a hate crime](#), citizenship, immigration status or because of the participation or lack of participation in union activities. Bona fide occupational qualifications based on the above traits do not violate this Section

Article 18, Section 18.15

Domestic Violence Leave

Leave without pay, including intermittent leave, will be granted to an employee who is a victim of domestic violence, sexual assault ~~or~~-stalking or a hate crime. Family members of a victim of domestic violence, sexual assault ~~or~~-stalking or a hate crime will be granted leave without pay to help the victim obtain treatment or seek help. Family member for the purpose of domestic violence leave includes child, spouse, state registered domestic partner as defined by [RCW 26.60.020](#) and [26.60.030](#), parent, parent-in-law, grandparent or a person the employee is dating. The Employer may require verification from the employee requesting leave in accordance with [RCW 49.76](#).

This MOU shall be effective January 1, 2026

Dated October 21, 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