

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

This Memorandum of Understanding (MOU) sets forth the following Agreement between the Washington Federation of State Employees, AFSCME Council 28 (The "Union") and Central Washington University (The "University").

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:

13. 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.

For the Employer:



Eric Galbraith, Labor Relations

Date: 8/4/25

For the Union:



Linda Emin, WFSE Labor Negotiator

Date: 8/4/2025