

**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 Central Washington University and the 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 - NON-DISCRIMINATION 2.1

Under this Agreement, neither party will discriminate against employees on the basis of religion, age, sex, marital status, race (see RCW 49.60.040), color, creed, national origin, political affiliation, military status, status as a protected veteran, sexual orientation, any real or perceived sensory, mental or physical disability, use of service animal, genetic information, gender identification and gender expression, status as a victim of domestic violence, sexual assault, stalking or a hate crime, because of the participation or lack of participation in union activities, or any other protected class under applicable state or federal law. Bona fide occupational qualifications based on the above traits do not violate this Section.

Article 18, Section 18.14

Domestic Violence Leave

In accordance with the Domestic Violence Leave Act, RCW 49.76, leave without pay, including intermittent leave, will be granted to an employee who is a victim of domestic violence, sexual assault stalking, or a hate crime. Family members of a victim of domestic violence, sexual assault 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.

This MOU shall be effective January 1, 2026, through June 30, 2027.

For the Employer:

Eric Galbraith

Eric Galbraith, Labor Relations

Date: 12/08/25

For the Union:

Linda Emin

Linda Emin, WFSE Labor Negotiator

Date: 12/05/2025