

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE STATE OF WASHINGTON**

**AND**

**THE WASHINGTON FEDERATION OF STATE EMPLOYEES**

**FOR EMPLOYEES COVERED UNDER THE 25-27 WFSE GENERAL GOVERNMENT CBA, THE 25-27 WFSE HIGHER  
EDUCATION CBA, THE 25-27 WFSE ALJ CBA AND THE 25-27 WFSE AWAAG CBA**

**Leave with Pay in Response to Emergency Proclamation 25-07**

On December 10, 2025, Governor Bob Ferguson issued emergency Proclamation 25-07 declaring a state of emergency exists in all areas of the State of Washington. All state agencies have been directed to utilize state resources to respond to and recover from the extreme weather event. Because this event has caused employees to experience extraordinary or severe impacts, such as displacement from their homes temporarily or permanently through evacuation or significant damage or loss throughout Washington State, the parties enter into this agreement for the purpose of assisting state employees who have been directly impacted by this emergency.

Beginning December 10, 2025, the following shall apply:

The Employer may temporarily grant up to twenty-four (24) hours of leave with pay to employees who are experiencing extraordinary or severe impacts, such as displacement from their homes temporarily or permanently through evacuation or significant damage or loss. Employers may require verification of the use of leave with pay.

If twenty-four (24) hours of leave with pay are approved, an employee is not required to use the twenty-four (24) hours of leave with pay consecutively, and it does not need to be taken in full day increments.

This MOU will expire when the emergency proclamation 25-07 has been rescinded or when the emergency rule is rescinded, whichever is first.

Dated: December 19, 2025

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

For the Employer

*Scott Lyders*

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Scott Lyders, Senior Labor Negotiator  
OFM/SHR Labor Relations &  
Compensation Policy Section

For the Union

*Amy M. Spiegel*

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Amy Spiegel, Director of Negotiations  
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