

MEMORANDUM OF UNDERSTANDING
BETWEEN
WASHINGTON FEDERATION OF STATE
EMPLOYEES AND
EASTERN WASHINGTON UNIVERSITY

This Memorandum of Understanding (MOU) sets forth the following Agreement between the Washington Federation of State Employees, AFSCME Council 28 (The "Union"¹) and Eastern Washington University (The "University"). To address 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 9.3 - NON-DISCRIMINATION.

Neither the University nor the Union will discriminate against any employee because of age, sex, national origin, race, color, creed, religion, presence of any sensory, mental or physical disability, use of a trained dog guide or service animal with a recognized disability, families with children, sexual orientation, status as a victim of domestic violence, sexual assault, or stalking or a hate crime, marital status, honorably discharged military status, union membership or any other protected status under 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 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. 18.15 Requests for leave without pay will be submitted in writing. The Employer will approve or deny leave without pay requests, in writing, within fourteen (14) calendar days when practicable and will include the reason for denial.

Article 30.2.5

Absences that qualify for leave under the Domestic Violence Leave Act, Chapter 49-76 RCW and/or EWU policy 403-05, Employee Leave Related to Domestic Violence, Sexual Assault, Stalking or a Hate Crime.

This MOU shall be effective January 1, 2026

For Eastern Washington University

For Washington Federation of State Employees

Michael Fletcher 12/3/2025

Linda Michaud Emin 12/5/2025

Michael Fletcher Date
Director of Labor Relations

Linda Emin Date
Labor Negotiator

