

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES ADMINISTRATIVE
LAW JUDGES (ALJ)**

SSB 5101 Implementation

Due to the passage of [Substitute 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 2.2

Under this Agreement, neither party will discriminate against employees on the basis of religion, age, sex, status as a breastfeeding mother, marital status, race, color, genetic information, creed, ancestry, caste, national origin, political affiliation, military status, status as a veteran who has received an honorable discharge or been discharged with an honorable record, a disabled veteran or Vietnam era veteran, status as a victim of domestic violence, sexual assault, ~~or~~ [stalking, or a hate crime](#), citizenship, immigration status, sexual orientation, gender expression, gender identity, any real or perceived sensory, mental or physical disability, or union activities. Bona fide occupational qualifications based on the above traits do not violate this Article.

Both parties agree that unlawful harassment will not be tolerated, including disparate treatment and hostile work environment on the basis of any of the categories listed in Section 2.2

Article 28, Section 28.3

Domestic Violence Leave

Unpaid and paid leave 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 unpaid or paid leave 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; 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 December 15, 2025

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

For the Employer

Brenda Moen

Brenda Moen, Labor Negotiator
OFM/SHR Labor Relations &
Compensation Policy Section

For the Union

Jason Holland

12/11/2025

Jason Holland, Labor Negotiator
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