

**MEMORANDUM OF UNDERSTANDING BETWEEN**  
**THE STATE OF WASHINGTON**  
**AND**  
**THE DEPARTMENT OF CORRECTIONS AND THE WASHINGTON FEDERATION OF**  
**STATE EMPLOYEES**

**Warm Closure of Ahtanum View, Peninsula and Tri-Cities Reentry Centers**

The parties agree to the following terms to resolve the demand to bargain filed by WFSE (Union) regarding the warm closure of Ahtanum View, Peninsula and Tri-Cities Reentry Centers:

1. All permanent employees in the WFSE bargaining unit who have accepted a formal or informal layoff option to a permanent position due to the reentry center closures that adds an additional 35 miles or more to their current commute will receive a \$3,000 retention lump sum payment under Section 21 Supplemental DOC Article 42.19(3).
2. All permanent employees in the WFSE bargaining unit who have accepted a formal or informal layoff option to a permanent position due to the reentry center closures that requires a domicile move in accordance with DOC Policy 290.300 will receive \$7,500 lump sum relocation payment or submit receipts for allowable moving costs for up to an additional \$2,500 in accordance with Chapter 60.20.10 (a) through (d) of the State Administrative and Accounting Manual (SAAM).
3. Reentry employees are eligible for a retention lump sum payment in #1 **or** either of the relocation payment options in #2. Employees who separate from DOC are not eligible to receive the retention lump sum or either of the relocation payment options above. Reentry employees who have a break in service and are later rehired are not eligible to receive the retention lump sum or either of the relocation payment options listed in #2 above.
4. If the employee receiving the retention lump sum payment or either of the relocation payment options terminates or causes termination of their employment within one (1) year of the date of their new appointment, the State will be entitled to reimbursement of the retention lump sum payment or either of the relocation payment options. The State may withhold such sum as necessary from any amounts due the employee. Extenuating circumstances will be considered if an employee requests an exemption to repay the retention lump sum or either of the relocation payment options. Termination due to layoff or disability separation will not require the employee to repay the retention lump sum payment or either of the relocation payment options. The repayment will not include the taxes withheld.

5. Receiving facilities/offices will make every effort to honor transferred and laid off employee vacation segments.
6. In the event that any of the identified Reentry Centers, Ahtanum View, Peninsula, or Tri-Cities, reopens prior to July 1, 2028, all permanent employees at that Reentry Center on April 1, 2025, that are still employed by DOC, shall be offered a vacant position in seniority order prior to the positions being posted for bid, recall, or hire. This provision of the agreement expires June 29, 2027
7. DOC will meet its bargaining obligation in the event work that is traditionally performed by WFSE bargaining unit employees is contracted out at Ahtanum View, Peninsula or Tri-Cities Reentry Centers.
8. This agreement is non-precedent setting and does not establish a practice.
9. This agreement constitutes a temporary modification of Addendum A adding subsection Section 21 Supplemental DOC Article 42.19(A)(3) to provide retention lump sum payments for employees affected by the closure who accept a lengthy commute in lieu of relocation. For the duration of this MOU a new subsection applies: Article 42.19(A)(3) When it is necessary to retain a person who must commute more than 35 miles in lieu of relocation due to the closure of Ahtanum View, Peninsula or Tri-Cities Reentry Centers.

**This MOU expires on March 31, 2026.**

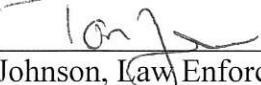
**Dated December 18, 2025**

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

For the Employer

  
12/18/2025  
Jeff Duncan, Negotiator  
OFM/SHR Labor Relations &  
Compensation Policy Section

For the Union

  
Ton Johnson, Law Enforcement Labor Negotiator  
Washington Federation of State Employees