

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
WASHINGTON FEDERATION OF STATE EMPLOYEES  
WASHINGTON OFFICE OF THE SECRETARY OF STATE**

**UPDATES TO THE 2025-2027 COLLECTIVE BARGAINING AGREEMENT**

To recognize certification of a new bargaining unit and an updated bargaining unit description pursuant to the Public Employment Relations Commission Decision 14260– PSRA, the parties agree to the following modifications and additions to the 2025-2027 Washington Federation of State Employees General Government Collective Bargaining Agreement:

**APPENDIX A  
BARGAINING UNITS REPRESENTED BY THE  
WASHINGTON FEDERATION OF STATE EMPLOYEES**

<b>Agency</b>	<b>PERC Description</b>	<b>Order #</b>
<b>Secretary Of State</b>	Non-Supervisory Archives and Records Division, Elections Division <b>and</b> Civic Engagement Program, Information and Security Response unit <b>and</b> , Information Technology Department, <b>the Washington State Library Division, the Public Disclosure and Records Program of the Operations Division, and Communications Consultants and Web Designer in the Communications Division.</b>	14260

**APPENDIX R  
JOB CLASSIFICATIONS - TWELVE MONTH PROBATIONARY PERIOD**

**Secretary of State**  
Library and Archival Professional (9 Month -Institutional Library Services Program)  
Library and Archives Paraprofessional (9 Month -Institutional Library Services Program)

**Dated** March 3, 2026

*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  
WFSE/AFSCME Council 28