

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WFSE, ADMINISTRATIVE LAW JUDGES**

Leave with Pay in response to Wildfires or Natural Disasters

The parties enter into this agreement for the purpose of assisting state employees that have been directly impacted by wildfires or natural disasters.

Beginning August 1, 2026 forward the following shall apply:

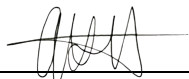
In the event the Governor declares that a state of emergency exists in any area of the state of Washington, The employer may temporarily grant up to three (3) days of wildfire or natural disaster leave with pay per occurrence to employees who are experiencing extraordinary or severe impacts, such as 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 three (3) days of leave with pay are approved an employee is not required to use the three (3) days of leave with pay consecutively and it does not need to be taken in full day increments.

This MOU shall be effective through June 30th, 2027.

Dated: August 12, 2026

For the Employer



Abbie Hart, Labor Negotiator
Office of Financial Management

For the Union



Linda Emin, Labor Negotiator
WA Federation of State Employees