

MEMORANDUM OF UNDERSTANDING 1
BY AND BETWEEN
TACOMA ART MUSEUM
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)

As a resolution to Grievance #2026MAR31CottierMW the Parties, 2025-2027, agree to modify provisions of the Collective Bargaining Agreement as indicated below:

Section 6.1 – Definitions

(a) Full-time Employees

Employees who are scheduled to work an average of forty (40) hours per workweek.

(b) Overtime-Eligible Position

An overtime-eligible position is one that is assigned duties and responsibilities that meet the criteria for overtime coverage under federal and state law.

(c) Overtime-Exempt Position

An overtime-exempt position is one that is assigned duties and responsibilities that do not meet the criteria for overtime coverage under federal and state law.

(d) Part-time 30 Employees

Employees who are regularly scheduled to work thirty (30) to thirty-nine (39) hours per work week.

(e) Part-time 20 Employees

Employees who are regularly scheduled to work twenty (20) hours or less per work week.

(f) Workday

One (1) of seven (7) consecutive, twenty-four (24) hour periods in a workweek.

(g) Work Schedules

Workweeks and work shifts of different numbers of hours may be established by the Employer in order to meet business and customer service needs, as long as the work schedules meet federal and state laws.

(h) Work Shift

The hours an employee is scheduled to work each workday in a workweek

Workweeks and work shifts of different numbers of hours may be established by the Employer in order to meet business and customer service needs, as long as the work schedules meet federal and state laws.

(i) Work Shift

The hours an employee is scheduled to work each workday in a workweek.

(j) Workweek

A regularly re-occurring period of one hundred and sixty-eight (168) hours consisting of seven (7) consecutive twenty-four (24) hour periods. A workweek is defined as Monday – Sunday.

Section 12.5 – Notification to the Union

The Employer will provide written notification to the Executive Director of the Union at mandatorynotice@wfse.org at least fourteen (14) calendar days before implementing a layoff or a temporary reduction of work hours. This includes, but is not limited to, any proposed change in scheduling practices or staffing levels reasonably expected to result in an average reduction of more than five (5) hours, or a fifteen percent (15%) variance, whichever is less, from the current employee classification. Upon request, the Employer will discuss impacts to the bargaining unit with the Union. The discussion will not serve to delay the onset of a layoff or a temporary reduction of work hours unless the Employer elects to do so. The parties will continue to communicate through all phases of the layoff or the temporary reduction of work hours to ensure continued compliance with the Agreement.

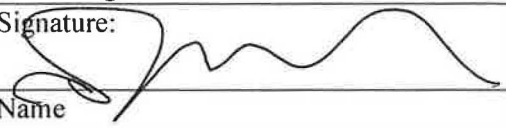
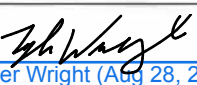
Health Benefits

Employer sponsored medical, dental and vision coverage is available to all employees who are designated Part-time 20 Employees, Part-time 30 employees, Full-time Employees, 0.75 FTE or 1.0 FTE or an average of 130+ hours per month. The average number of hours can be determined at time of hire (the position is PT-20, PT-30, Full-time, 0.75 FTE or 1.0 FTE) or during the annual benefits eligibility assessment. Coverage begins on the first day, of the first full month after your start date. For example, if you are hired on May 15th, your coverage will begin June 1st.

The same insurance is available for an employee's spouse/domestic partner and dependents at the employee's expense. TAM will deduct the cost of the employee's portion and spouse/dependent coverage from the employee's paycheck on a pre-tax basis.

THIS MOU SHALL BE EFFECTIVE AUGUST 15, 2026, AND SHALL REMAIN IN EFFECT UNTIL JUNE 30, 2027.

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

Date 8.28.2026	Date Aug 28, 2026
Signature: 	Signature:  <u>Tyler Wright (Aug 28, 2026 15:23:19 PDT)</u>
Name Matthew Daugherty	Tyler Wright
Job Title DIRECTOR OF OPERATIONS	Labor Negotiator
Tacoma Art Museum	Washington Federation of State Employees