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PREAMBLE

Pursuant to provisions of RCW 41.80 and in order to establish harmonious employment relations through mutual cooperation, to promote the mission of the University, to recognize the value of employees and the necessary work they perform, to determine wages, hours, and other terms and conditions of employment, and to provide methods for the prompt and equitable resolution of disputes, the parties enter into this Agreement. This Agreement is made and entered into by and between the Board of Regents of the University of Washington, hereinafter referred to as the Employer, and the Washington Federation of State Employees, AFSCME Council 28, AFL-CIO hereinafter referred to as the Union.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 8/5/2026	Date: 7/9/2026