

AWAAG/WFSE Local 5297

Full Tentative Agreement Documents

(listed in order of TA summary document)

For Contract Period

July 1, 2021 - June 30, 2023

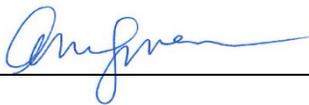
PREAMBLE

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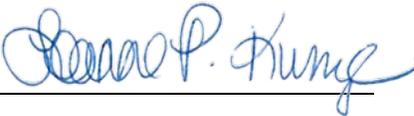
This Agreement is entered into by the State of Washington, referred to as the “Employer,” and the Association of Washington Assistant Attorneys General/Washington Federation of State Employees, AFSCME, Council 28, AFL-CIO, referred to as the “Union.” It is the intent of the parties to establish employment relations based on mutual respect, provide fair treatment to all employees, promote efficient and cost-effective service delivery to the customers and citizens of the State of Washington, improve the performance results of state government, recognize the value of employees and the work they perform, specify wages, hours, and other terms and conditions of employment, and provide methods for prompt resolution of differences.

The legislature and the Governor recognize the unique role that Assistant Attorneys General play in the function of state government. Therefore, even though AAGs are exempt from RCW 41.06 (State Civil Service), they have been granted collective bargaining rights under RCW 41.80.

The Preamble is not subject to the grievance procedure in Article 4, Grievance Procedure.



Employer



Union

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ARTICLE 10
COMPENSATION

10.1 Assistant Attorney General Salary Range Assignments

Each position represented by the Union will be assigned to the Assistant Attorney General (AAG) salary schedule and range (AAG, Managing AAG, or Deputy Solicitor General) that corresponds with their appointment.

10.2 Annual Increases

- A. An employee’s annual increase date will be set and remain the same regardless of whether there is a break in service with the AGO. The employee’s annual increase date will be the initial hire date into an AAG position, referred to in the payroll system as the AAG Hire Date.
- B. Employees placed at the step that corresponds to their law school graduation year will receive a one (1) step increase to base salary annually on their annual increase date until they reach the top step of the salary range.
- C. Employees placed at a step in their salary range lower than the step that corresponds to their law school graduation year will receive a two (2) step increase on their annual increase date until they reach the step that corresponds to their law school graduation year cohort. Thereafter, they will receive a one (1) step increase as in Subsection 10.2 B.
- D. Employees will not receive a step increase on their annual increase date if their placement step exceeds the step that corresponds to years since law school graduation. .
- D. Employees will not receive a step increase on their annual increase date if their base salary exceeds the top step of the salary range.

1 **10.3 Salary Placement/Adjustments**

2 A. New hires will be placed on the salary schedule according to their law
3 school graduation year. The Employer may increase placement for
4 recruitment reasons. The Employer will inform the Union in writing when
5 such recruitment and/or retention increases are granted.

6 B. The Employer may increase an employee’s step within the salary range to
7 address issues related to recruitment or retention. The Employer will inform
8 the Union in writing when such recruitment and/or retention increases are
9 granted. Such an increase may not result in a salary greater than the
10 maximum step of the salary range.

11 **10.4 Adjustment for Change in Assignment**

12 A. Employees appointed to a higher salary range:
13 The employee will be placed on the appropriate range of the salary schedule
14 at the same step they were assigned in their previous range. If the
15 employee’s salary exceeds the new range, the employee will retain their
16 salary upon appointment to the new position.

17 B. Employees appointed to a lower salary range:
18 The employee will be placed on the appropriate range of the salary schedule
19 at the same step they were assigned in their previous range. If the
20 employee’s salary exceeded the previous range and the employee has no
21 assigned step, the employee’s new salary will be reduced by the appropriate
22 range differential between their old salary range and new salary range. The
23 range differential between the AAG Range and the Managing AAG Range
24 is five percent (5%). The range differential between the AAG Range and
25 the Deputy Solicitor General Range is ten percent (10%). The range
26 differential between the Managing AAG Range and the Deputy Solicitor
27 General Range is five percent (5%).

1 **10.5 Part-Time Employment**

2 Monthly compensation for part-time employment will be pro-rated based on the
3 ratio of hours worked to hours required for full-time employment.

4 **10.6 King County Premium Pay**

5 Employees assigned to a permanent duty station in King County will receive five
6 percent (5%) premium pay calculated from their base salary. When an employee is
7 no longer permanently assigned to a King County duty station they will not be
8 eligible for this premium pay.

9 **10.7 Acting Pay for Performing the Duties of a Division Chief**

10 Employees who are temporarily assigned the full scope of duties and
11 responsibilities of a Division Chief for more than thirty (30) calendar days will be
12 notified in writing and will be paid an additional seven hundred and fifty dollars
13 (\$750.00) per month. The increase will become effective on the first day the
14 employee was performing the higher-level duties.

15 **10.8 Bar Association Dues**

16 The AGO agrees to pay the annual state bar license dues to the Washington State
17 Bar Association (WSBA) for each eligible AAG covered by this Agreement, except
18 for the Client Protection Fund fee and the WSBA lobbying expenditures.
19 Employees have been and will continue to be responsible for these fees. Employees
20 are eligible if they are employed with the AGO on or before January 31 each year,
21 except for employees who terminate their service in the month of January.

22 Employees who begin their employment with the AGO between January 1 and
23 January 31 are eligible for a reimbursement from the AGO for their annual bar dues,
24 but must pay their dues directly to the WSBA.

25 The AGO agrees to pay the annual state bar dues to the Washington State Bar
26 Association for employees hired through the Honor Program in the year they pass.

1 **10.9 Salary Overpayment Recovery**

2 A. When the AGO has determined that an employee has been overpaid wages,
3 the AGO will provide written notice to the employee, which will include
4 the following items:

- 5 1. The amount of the overpayment,
- 6 2. The basis for the claim, and
- 7 3. The rights of the employee under the terms of this Agreement.

8 B. Method of Payback

9 1. The employee must choose one (1) of the following options for
10 paying back the overpayment:

- 11 a. Voluntary wage deduction
- 12 b. Cash
- 13 c. Check

14 2. The employee will have the option to repay the overpayment over a
15 period of time equal to the number of pay periods during which the
16 overpayment was made, unless a longer period is agreed to by the
17 employee and the AGO. The payroll deduction to repay the
18 overpayment shall not exceed five percent (5%) of the employee's
19 disposable earnings in a pay period. However, the AGO and
20 employee can agree to an amount that is more than the five
21 percent (5%).

22 3. If the employee fails to choose one (1) of the three (3) options
23 described above within the timeframe specified in the AGO's
24 written notice of overpayment, the AGO will deduct the
25 overpayment owed from the employee's wages. This overpayment

1 recovery will take place over a period of time equal to the number
2 of pay periods during which the overpayment was made.

3 4. Any overpayment amount still outstanding at separation of
4 employment will be deducted from their final pay.

5 C. Appeal Rights

6 Any dispute concerning the occurrence or amount of the overpayment will
7 be resolved through the grievance procedure in Article 4, Grievance
8 Procedure, of this Agreement.

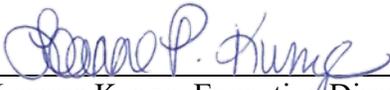
For the Employer:

For the Union:



Ann Green, Labor Negotiator
OFM/SHR/Labor Relations

09/25/20
Date



Leanne Kunze, Executive Director
WFSE/AFSCME Council 28

09/25/2020
Date

Appendix

Assistant Attorney General Salary Schedule

Effective July 1, 2021

Base Pay Range Step Numbers	Graduation Year	AAG Range	Managing AAG Range	Deputy Solicitor General Range
Step 1	2020 2021	69,396	72,864	76,332
Step 2	2019 2020	72,168	75,780	79,392
Step 3	2018 2019	75,060	78,816	82,560
Step 4	2017 2018	78,060	81,960	85,872
Step 5	2016 2017	81,180	85,248	89,304
Step 6	2015 2016	84,432	88,656	92,880
Step 7	2014 2015	87,804	92,196	96,588
Step 8	2013 2014	91,320	95,892	100,452
Step 9	2012 2013	94,980	99,720	104,472
Step 10	2011 2012	98,772	103,716	108,648
Step 11	2010 2011	102,720	107,856	112,992
Step 12	2009 2010	106,836	112,176	117,516
Step 13	2008 2009	111,108	116,664	122,220
Step 14	2007 2008	115,548	121,332	127,104
Step 15	2006 2007	120,168	126,180	132,192
Step 16	2005 2006	124,980	131,232	137,484
Step 17	2004 2005	129,984	136,476	142,980

Dated: September 24, 2020

For the Employer:



Ann Green, Labor Negotiator
OFM/SHR/Labor Relations

For the Union:



Leanne Kunze, Executive Director
WFSE/AFSCME Council 28

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE STATE OF WASHINGTON

AND

ASSOCIATION OF WASHINGTON ASSISTANT ATTORNEYS GENERAL WASHINGTON

FEDERATION OF STATE EMPLOYEES

Budget Savings

The parties agree to address the serious budget shortfall facing Washington State by participating in furloughs. The term “furlough” as used in this MOU shall mean the same as “temporary layoff” as provided for in this agreement.

Wages

0% General Wage increase effective July 1, 2021

0% General Wage increase effective July 1, 2022

Furloughs

All employees in agency designated non-backfill positions will take one (1) furlough day per month during July 1, 2021 through June 30, 2023. One (1) furlough day shall be equal to eight (8) hours for full time employees. Furloughs shall be prorated for part time employees according to their FTE percentage. Employees may be authorized to take a voluntary furlough day with agency approval. The Employer reserves the right to determine the need to implement the remaining six (6) additional furlough days pursuant to Article 11.5 and to exempt certain positions based upon budget or business needs. Should there be a need for additional furloughs

30 beyond the thirty (30) days outlined in Article 11.5, the parties agree to meet and bargain in good
31 faith.

32

33 **Hours worked**

34 The hours shown on the employee's timesheet shall accurately reflect the hours the employee
35 worked and all leave for the month will be accurately submitted in My Portal.

36

37 **Public Service Loan Forgiveness Program**

38 The Employer shall consider any full time employee furloughed under this MOU to be a full
39 time employee for certification of the Federal Public Service Loan Forgiveness program, and
40 shall sign any necessary certification.

41

42 **Change in Law Regarding Unemployment Benefits**

43 In the event there is a change in federal or state law that affects potential unemployment
44 insurance claims covering these furlough days without reducing budget savings to the State, the
45 parties agree to meet to discuss impacts to bargaining unit members.

46

47 This MOU may be re-opened at the request of either party solely for the following purposes:

- 48 1. Possible adjustments to furloughs provided for in this MOU.
- 49 2. To bargain over whether to establish a personal leave day in recognition of the
50 Juneteenth holiday. The parties recognize that observing Juneteenth is a way to
51 commemorate the end of slavery in the United States, honor all those that have
52 paved the road to freedom, and allow for critical reflection on the progress that
53 must continue.
- 54 3. To bargain over whether to establish a longevity provision.

55

56 The party seeking to reopen shall notify the other party no later than July 1, 2021. Bargaining
57 will begin at a time mutually agreed upon by the parties after July 15, 2021. All statutory
58 provisions applicable to this bargaining unit will continue to apply to the reopener bargaining.
59 The parties' agreement to reopen this MOU for fiscal year 2023 should not be construed as

60 establishing a past practice or creating any future obligation other than what is explicitly
61 contained in the language.

62

63 This Memorandum of Understanding shall expire on June 29, 2023.

64

For the Employer:

For the Union:

09/25/20

Ann Green, Labor Negotiator Date
OFM/SHR/Labor Relations

 09/25/2020

Leanne Kunze, Executive Director Date
WFSE/AFSCME Council 28

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ARTICLE 3
DISCIPLINE

3.1 Disciplinary Action and Written Reprimands

The Employer will not discipline any permanent employee without just cause. The principles of progressive discipline shall be used, except when the Attorney General or designee determines that the nature of the problem requires an immediate suspension or termination. The following actions will be considered discipline for the purposes of this Article: reduction in pay, suspension without pay, demotion, or termination. Discipline must be provided to the employee in writing. ~~Grievances related to disciplinary actions and written reprimands are limited to Steps 1 and 2 of the grievance procedure outlined in Article 4, and mediation may be attempted upon mutual consent of the parties. Verbal warnings, work plans, coaching, counseling, evaluations, and other non-disciplinary communications between the Employer and the employee are not subject to the grievance procedure.~~

3.2 Union Representation

Upon request, an employee shall have the right to Union representation during an investigatory interview that an employee reasonably believes may result in disciplinary action. The employee will have the opportunity to consult with a Union representative before the interview, but such consultation shall not cause an undue delay.

3.3 Pre-disciplinary Notice and Meeting

Except when the nature of the problem requires immediate termination, the Employer shall provide the employee with a written pre-disciplinary notice and an opportunity to be heard. The employee will continue to work after receipt of the pre-disciplinary notice unless otherwise specified in the notice. Such notice shall include the allegations, the facts upon which the contemplated discipline is based, the level of disciplinary action being considered, and the date and time set for a meeting where the employee is afforded the opportunity to refute such allegations and/or present mitigating circumstances to the Attorney General or designee. The

1 employee shall also have the right to union representation at this meeting. The
2 employee may choose to respond in writing. ~~The employee will continue to work~~
3 ~~after receipt of the pre-disciplinary notice unless otherwise specified in the notice.~~

4 **3.4 Final Disposition**

5 Any required reporting of disciplinary matters to the Washington State Bar
6 Association shall be limited to final disposition only unless otherwise required by
7 law or the Rules of Professional Conduct.

8 **3.5 Disciplinary Grievances**

9 Grievances related to written reprimands and disciplinary actions other than
10 termination are limited to Steps 1 and 2 of the grievance procedure outlined in
11 Article 4, and mediation may be attempted upon mutual consent of the parties.
12 Verbal warnings, work plans, coaching, counseling, evaluations, and other non-
13 disciplinary communications between the Employer and the employee are not
14 subject to the grievance procedure. Grievances relating to termination without just
15 cause are subject to the grievance procedure set forth in Article 4, Grievance
16 Procedure.

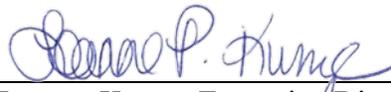
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18 Tentative Agreement: September 14, 2020

For the Employer:

For the Union:



Ann Green, Labor Negotiator
OFM/SHR/Labor Relations



Leanne Kunze, Executive Director
WFSE/AFSCME Council 28

ARTICLE 4

GRIEVANCE PROCEDURE

1
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3 **4.1** The Union and the Employer agree that it is in the best interest of all parties to
4 resolve disputes at the earliest opportunity and at the lowest level. The Union and
5 the Employer encourage problem resolution between employees and management
6 and are committed to assisting in resolution of disputes as soon as possible. In the
7 event a dispute is not resolved in an informal manner, this Article provides a formal
8 process for problem resolution.

9 **4.2 Terms and Requirements**

10 A. Grievance Definition

11 A grievance is an allegation by an employee or a group of employees that
12 there has been a violation, misapplication, or misinterpretation of this
13 Agreement, which occurred during the term of this Agreement. The term
14 “grievant” as used in this Article includes the term “grievants.”

15 B. Filing a Grievance

16 Grievances may be filed by the Union on behalf of an employee or on behalf
17 of a group of employees. If the Union does so, it will set forth the name of
18 the employee or the names of the group of employees. The Union may add
19 an employee to a group grievance who was not included in the original filing
20 if it does so prior to the Step 2 meeting and if the employee is similarly
21 situated to the other grievants. If the Union makes an information request in
22 order to identify additional employees to include in a group grievance and
23 the Employer is unable to respond before the Step 2 meeting, the meeting
24 will be postponed.

25 C. Computation of Time

26 The time limits in this Article must be strictly adhered to unless mutually
27 modified in writing. Days are calendar days, and will be counted by
28 excluding the first day and including the last day of timelines. When the last

1 day falls on a Saturday, Sunday or holiday, the last day will be the next day
2 which is not a Saturday, Sunday or holiday. Transmittal of grievances,
3 appeals and responses will be in writing.

4 D. Failure to Meet Timelines

5 Failure by the Union to comply with the timelines will result in the
6 automatic withdrawal of the grievance. Failure by the Employer to comply
7 with the timelines will entitle the Union to move the grievance to the next
8 step of the procedure.

9 E. Contents

10 The written grievance must include the following information:

- 11 1. A statement of the pertinent facts surrounding the nature of the
12 grievance;
- 13 2. The date upon which the incident occurred;
- 14 3. The specific article and section of the Agreement violated;
- 15 4. The steps taken to informally resolve the grievance and the
16 individuals involved in the attempted resolution;
- 17 5. The specific remedy requested;
- 18 6. The name of the grievant; and
- 19 7. The name of the Union representative.

20 Failure by the Union to provide a copy of a grievance or the request for the
21 next step with the Human Resources Office or to describe the steps taken to
22 informally resolve the grievance at the time of filing will not be the basis
23 for invalidating the grievance.

1 F. Modifications
2 No newly alleged violations and/or remedies may be made after the initial
3 written grievance is filed, except by written mutual agreement.

4 G. Resolution
5 If the Employer provides the requested remedy or a mutually agreed-upon
6 alternative, the grievance will be considered resolved and may not be moved
7 to the next step.

8 H. Withdrawal
9 A grievance may be withdrawn at any time.

10 I. Resubmission
11 If terminated, resolved or withdrawn, a grievance cannot be resubmitted.

12 J. Pay
13 Grievant(s) and designated Union Representatives will be allowed
14 reasonable release time to attend grievance meetings.

15 K. Group Grievances
16 No more than five (5) grievants and two (2) Union Representatives, unless
17 agreed otherwise, will be permitted to attend a single grievance meeting.

18 L. Consolidation
19 The Employer may consolidate grievances arising out of the same set of
20 facts.

21 M. Bypass
22 Any of the steps in this procedure may be bypassed with mutual written
23 consent of the parties involved at the time the bypass is sought.

24 N. Grievance Files
25 Written grievances and responses will be maintained separately from the
26 personnel files of the employees. Should the Employer determine that the
27 separately maintained grievance file is responsive to a request pursuant to

1 [RCW 42.56](#), it will provide a minimum of ten (10) days notice to the Union
2 and the grievant prior to release.

3 O. Mentoring

4 With the agreement of the Employer, Union Representatives will be
5 allowed to observe a Management-scheduled grievance meeting for the
6 purpose of mentoring and training. The Employer will approve exchange
7 time, vacation leave or leave without pay for the Union Representatives to
8 attend the meeting. [Union-approved observers for mentoring and training](#)
9 [purposes may be present with consent of the employee who is the subject](#)
10 [of a disciplinary grievance.](#)

11 **4.3 Filing and Processing**

12 A. Filing and Informal Resolution Period

13 A grievance must be filed within twenty-eight (28) days of the occurrence
14 giving rise to the grievance or the date the grievant knew or could
15 reasonably have known of the occurrence. This twenty-eight (28) day
16 period will be used to attempt to informally resolve the dispute.

17 B. Processing

18 **Step 1 –Appointing Authority or Designee:**

19 If the issue is not resolved informally, the Union may present a written
20 grievance to [the Labor Relations Manager at EMAIL](#) ~~the Appointing~~
21 ~~Authority or designee with a copy to the AGO's Human Resources Office~~
22 within the twenty-eight (28) day period described above. The Appointing
23 Authority or designee will meet or confer by telephone with a Union
24 Representative and the grievant within fifteen (15) days of receipt of the
25 grievance, and will respond in writing to the Union within fifteen (15) days
26 after the meeting.

27 **Step 2 – Chief Deputy or Designee:**

28 If the grievance is not resolved at Step 1, the Union may move it to Step 2
29 by filing it with the [Labor Relations Manager at EMAIL](#) ~~Chief Deputy, with~~

1 ~~a copy to the AGO's Human Resources Office~~, within fifteen (15) days of
2 the Union's receipt of the Step 1 decision. The Chief Deputy or designee
3 will meet or confer by telephone with a Union Representative and the
4 grievant within fifteen (15) days of receipt of the appeal, and will respond
5 in writing to the Union within fifteen (15) days after the meeting.

6 **Step 3 – Pre-Arbitration Review Meetings:**

7 If the grievance is not resolved at Step 2, the Union may request a pre-
8 arbitration review meeting (PARM) by filing the written grievance
9 including a copy of all previous responses and supporting documentation
10 with the LRS at labor.relations@ofm.wa.gov with a copy to the AGO's
11 Human Resource Office within thirty (30) days of the Union's receipt of the
12 Step 2 decision.

13 Within fifteen (15) days of the receipt of all the required information, the
14 LRS will discuss with the Union whether a PARM will be scheduled with
15 the LRS, an AGO representative, and the Union's staff representative to
16 review and attempt to settle the dispute. If the parties are unable to reach
17 agreement to conduct a meeting, the LRS will notify the Union in writing
18 that no PARM will be scheduled. If the parties agree to conduct a meeting,
19 within thirty (30) days of receipt of the request, a PARM will be scheduled.
20 The meeting will be conducted at a mutually agreeable time.

21 The proceedings of the PARM will not be reported or recorded in any
22 manner, except for agreements that may be reached by the parties during
23 the course of the meeting. Statements made by or to any party or other
24 participant in the meeting may not later be introduced as evidence, may not
25 be made known to an arbitrator or hearings examiner at a hearing, or may
26 not be construed for any purpose as an admission against interest, unless
27 they are independently admissible.

28 **Step 4 – Arbitration:**

1 If the grievance is not resolved at Step 3, or the LRS notifies the Union in
2 writing that no PARM will be scheduled, the Union may file a request for
3 arbitration. The demand to arbitrate the dispute must be filed with the
4 American Arbitration Association (AAA) within thirty (30) days of the
5 PARM or receipt of the notice that no PARM will be scheduled.

6 C. Selecting an Arbitrator

7 The parties will select an arbitrator by mutual agreement or by alternately
8 striking names supplied by the AAA, and will follow the Labor Arbitration
9 Rules of the AAA unless they agree otherwise in writing.

10 D. Authority of the Arbitrator

11 1. The arbitrator will:

12 a. Have no authority to rule contrary to, add to, subtract from,
13 or modify any of the provisions of this Agreement;

14 b. Be limited in their decision to the grievance issue(s) set forth
15 in the original written grievance unless the parties agree to
16 modify it;

17 c. Have no authority to reinstate an employee who has been
18 terminated.

19 d. Not make any back wages award that provides an employee
20 with compensation for any period beyond the date of the
21 arbitration decision; and ~~Not make any award that provides~~
22 ~~an employee with compensation greater than would have~~
23 ~~resulted had there been no violation of this Agreement;~~ and

24 d. Not have the authority to order the Employer to modify their
25 staffing levels, ~~or to direct staff to work overtime.~~

26 2. The arbitrator will hear arguments on and decide issues of
27 arbitrability before the first day of arbitration at a time convenient

1 for the parties, through written briefs, immediately prior to hearing
2 the case on its merits, or as part of the entire hearing and decision-
3 making process. If the issue of arbitrability is argued prior to the first
4 day of arbitration, it may be argued in writing or by telephone, at the
5 discretion of the arbitrator. Although the decision may be made
6 orally, it will be put in writing and provided to the parties.

- 7 3. The decision of the arbitrator will be final and binding upon the
8 Union, the Employer and the grievant.

9 E. Arbitration Costs

- 10 1. The expenses and fees of the arbitrator and the cost (if any) of the
11 hearing room will be borne by the non-prevailing party. In any
12 decision where relief is only granted in part, the expenses and fees
13 of the arbitrator will be shared equally by the parties.

- 14 2. If the arbitration hearing is postponed or cancelled because of one
15 party, that party will bear the cost of the postponement or
16 cancellation. The costs of any mutually agreed upon postponements
17 or cancellations will be shared equally by the parties.

- 18 3. If either party desires a record of the arbitration, a court reporter may
19 be used. If that party purchases a transcript, a copy will be provided
20 to the arbitrator free of charge. If the other party desires a copy of
21 the transcript, it will pay for half (1/2) of the costs of the fee for the
22 court reporter, the original transcript and a copy. Should the
23 Employer determine that the record of the arbitration is responsive
24 to a request pursuant to RCW 42.56, it will provide a minimum of
25 ten (10) days notice to the Union and the grievant prior to release.

- 26 4. Each party is responsible for the costs of its staff representatives,
27 attorneys, and all other costs related to the development and
28 presentation of their case. Every effort will be made to avoid the

1 presentation of repetitive witnesses. The Union is responsible for
2 paying any travel or per diem expenses for its witnesses, the grievant
3 and the Union Representative.

4 5. If, after the arbitrator issues the award, either party files a motion
5 with the arbitrator for reconsideration, the moving party will bear
6 the expenses and fees of the arbitrator.

7 **4.4 Vesting Clause**

8 Grievances filed during the term of this Agreement will be processed to completion
9 in accordance with the provisions during the same term of this Agreement.

10

For the Employer:

For the Union:



Ann Green, Labor Negotiator 09/25/20
OFM/SHR/Labor Relations Date



Leanne Kunze, Executive Director 09/25/2020
WFSE/AFSCME Council 28 Date

11

ARTICLE 11
LAYOFF AND RECALL

11.1 Definition

Layoff is an Employer-initiated action, taken in accordance with Section 11.3 below, that results in:

- A. Separation from service with the Employer,
- B. Employment in a class with a lower salary range,
- C. Reduction in the work year, or
- D. Reduction in the number of work hours.

11.2 The Employer will determine the basis for, extent, effective date and the length of layoffs in accordance with the provisions of this Article.

11.3 Basis for Layoff

Layoffs may occur for any of the following reasons:

- A. Lack of funds;
- B. Lack of work;
- C. Good faith reorganization;
- E. Fewer positions available than the number of employees entitled to such positions either by statute or other provision.

11.4 Voluntary Layoff, Leave without Pay or Reduction in Hours

A. The Employer may allow an employee to volunteer to be laid off, take leave without pay or reduce their hours of work in order to reduce layoffs. If it is necessary to limit the number of employees in an agency on unpaid leave at the same time, the Employer will determine who will be granted a leave without pay and/or reduction in hours based upon staffing needs.

1 B. The Employer will allow an employee in the same job and location where
2 layoffs will occur to volunteer to be laid off provided that the employee is
3 in a position requiring the same skills or abilities, as defined in Section 11.8,
4 as a position subject to layoff. Any volunteer for layoff shall have no formal
5 or informal options. In those situations where an employee has volunteered
6 to be laid off, the Employer will designate the separation of employment as
7 a layoff for lack of work and/or lack of funds.

8 C. If the Employer accepts the employee’s voluntary request for layoff, the
9 employee will submit a non-revocable letter stating they are accepting a
10 voluntary layoff from state service.

11 **11.5 Temporary Reduction of Work Hours or Layoff – Employer Option**

12 A. The Employer may temporarily reduce the work hours of an employee to
13 no less than twenty (20) per week due to an unanticipated loss of funding,
14 revenue shortfall, lack of work, shortage of material or equipment, or other
15 unexpected or unusual reasons. Employees will normally receive notice of
16 seven (7) calendar days of a temporary reduction of work hours. The notice
17 will specify the nature and anticipated duration of the temporary reduction.

18 B. The Employer may temporarily layoff an employee for up to thirty (30)
19 calendar days due to an unanticipated loss of funding, revenue shortfall,
20 lack of work, shortage of material or equipment, or other unexpected or
21 unusual reasons. Employees will normally receive notice of seven (7)
22 calendar days of a temporary layoff. The notice will specify the nature and
23 anticipated duration of the temporary layoff.

24 C. An employee whose work hours are temporarily reduced or who is
25 temporarily laid off will not be entitled to:

- 26 1. Be paid any leave balance if the layoff was due to the lack of funds,
27 2. Bump to any other position.

1 D. A temporary reduction of work hours or layoff being implemented as a
2 result of lack of work, shortage of material or equipment, or other
3 unexpected or unusual reason will be in accordance with seniority, as
4 defined in Article X, Seniority, among the group of employees with the
5 required skills or abilities as defined in Section 11.8, in the job classification
6 at the location where the temporary reduction in hours or layoff will occur.

7 E. A temporary reduction of work hours or layoff will not affect an employee's
8 holiday compensation, annual increases or length of review period, and the
9 employee will continue to accrue vacation and sick leave credit at their
10 normal rate.

11 **11.6 Layoff Units**

12 A. A layoff unit is defined as the geographical entity or administrative/
13 organizational unit in each agency used for determining available options
14 for employees who are being laid off.

15 B. The layoff unit(s) covered by this Agreement are:

16 1. Primary layoff unit: all office locations within the same county as the
17 work station of the employee being laid off;

18 2. Secondary layoff unit: all office locations within 75 miles of the work
19 station of the employee being laid off; except that:

20 a. Offices located in Wenatchee and Yakima shall be considered to
21 be in the same secondary layoff unit;

22 b. Offices located in Yakima and Kennewick shall be considered
23 to be in the same secondary layoff unit;

24 c. Offices located in Spokane and Pullman shall be considered to
25 be in the same secondary layoff unit; and

26 3. Tertiary layoff unit: all office locations statewide.
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1 **11.7 Knowledge, Skills or Abilities**

2 Knowledge, skills or abilities are documented criteria found in license/certification
3 requirements, federal and state requirements, pre-existing position descriptions,
4 pre-existing recruitment announcements or, bona fide occupational qualifications
5 approved by the Human Rights Commission.

6 **11.8 Formal Options**

7 A. Employees will be laid off in accordance with seniority, as defined in
8 Article V, Seniority, among the group of employees with the required
9 knowledge, skills or abilities, as defined in Section 11.7, above.

10 Employees being laid off will be provided the following options to positions
11 within the layoff unit, in descending order, as follows:

- 12 1. A funded vacant position for which the employee has the
13 knowledge, skills or abilities, within their current range.
- 14 2. A funded filled position held by the least senior employee for which
15 the employee has the knowledge, skills or abilities, within their
16 current range.
- 17 3. A funded vacant or filled position held by the least senior employee
18 for which the employee has the knowledge, skills or abilities, at the
19 same or lower salary range as their current range.

20 Options will be provided in descending order of salary range and one (1)
21 progressively lower level at a time. Vacant positions will be offered prior to
22 filled positions. Part-time employees only have formal options to the same
23 percentage of part-time positions or greater. Full-time employees only have
24 formal options to full-time positions. Funded filled supervisory positions
25 will not be offered as a formal options.

1 B. For multi-employee layoffs, more than one (1) employee may be offered
2 the same funded, vacant or filled position. In this case, the most senior
3 employee with the knowledge, skills or abilities who accepts the position
4 will be appointed. Appointments will be made in descending order of
5 seniority of employees with the knowledge skills or abilities of the
6 position(s).

7 **11.9 Notification for the Union**

8 The Employer will notify the Union before implementing a layoff or a temporary
9 reduction of work hours. Upon request, the Employer will discuss impacts to the
10 bargaining unit with the Union. The discussion will not serve to delay the onset of
11 a layoff or a temporary reduction of work hours unless the Employer elects to do
12 so. The parties will continue to communicate through all phases of the layoff or the
13 temporary reduction of work hours to ensure continued compliance with the
14 Agreement.

15 **11.10 Notification to Employees**

16 A. Except for temporary reduction in work hours and temporary layoffs as
17 provided in Section 11.6, employees will receive written notice at least
18 fifteen (15) calendar days before the effective layoff date. The notice will
19 include the basis for the layoff and any options available to the employee.
20 The Union will be provided with a copy of the notice on the same day it is
21 provided to the employee.

22 B. Except for temporary reduction in work hours and temporary layoffs as
23 provided in Section 11.6, if the Employer chooses to implement a layoff
24 action without providing fifteen (15) calendar days' notice, the employee
25 will be paid their salary for the days they would have worked had full notice
26 been given.

27 C. Employees will be provided seven (7) calendar days to accept or decline, in
28 writing, any formal option provided to them. If the seventh (7th) calendar

1 day does not fall on a regularly scheduled work day for the employee, the
2 next regularly scheduled work day is considered the seventh (7th) day for
3 purposes of accepting or declining any option provided to them. This time
4 period will run concurrent with the fifteen (15) calendar days' notice
5 provided by the Employer to the employee.

6 D. The day that notification is given constitutes the first day of notice.

7 **11.11 Recall**

8 A. Employees who are laid off or have been notified that they are scheduled
9 for layoff, may have their name placed on the lists for the job classification
10 from which they were laid off and will indicate the geographic areas in
11 which they are willing to accept employment. An employee will remain on
12 the layoff lists for two (2) years from the effective date of the qualifying
13 action.

14 B. When there are names on the layoff list for that job classification and the
15 Employer has exhausted the transfer process, the Employer will recall the
16 most senior candidate with the required knowledge, skills and abilities from
17 the agency's internal layoff list.

18 C. An employee will be removed from the layoff list if they waive the
19 appointment to a position two (2) times. In addition, an employee's name
20 will be removed from all layoff lists upon retirement, resignation or
21 dismissal.

For the Employer:

For the Union:



Ann Green, Labor Negotiator 09/25/20
OFM/SHR/Labor Relations Date



Leanne Kunze, Executive Director 09/25/2020
WFSE/AFSCME Council 28 Date

1 **Telework**

2 Teleworking is a business practice that benefits the Employer, employees, the economy,
3 and the environment. Telework is a tool for reducing commute trips, pollutants, energy
4 consumption, and our carbon footprint. Telework may result in economic, organizational,
5 and employee benefits such as increased productivity and morale, reduced use of sick
6 leave, reduced parking needs and office space, and retention of a valuable workforce.
7 Telework contributes to work life balance. To that end, the AGO has a telework policy,
8 and employees will abide by that policy unless specific provisions conflict with this Article.

9 **Definition**

10 Telework is the practice of using technology to perform required job functions from home
11 or another management approved location.

12 **Position Eligibility**

13 The Employer reserves the right to determine if a position's duties are eligible for telework
14 and the frequency of teleworking. The Employer may revise or rescind a position's
15 eligibility for telework due to changing business conditions or customer service needs. The
16 Employer may require an employee to attend meetings in person or come to the office/field
17 on an approved telework day.

18 **Telework Requests and Agreements**

19 An employee working in a telework suitable position may request to telework in
20 accordance with agency policy. The Employee's request to telework regularly shall not be
21 unreasonably denied. When a telework request is denied, the reason shall be provided in
22 writing. The Employer may consider an employee's request to telework in relation to the
23 objectives of Executive Order 16-07 and the agency's operating, business, and customer
24 needs. The Employer will document and maintain approved telework requests via the
25 Agency telework agreement.

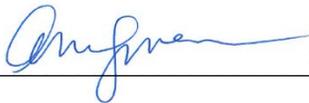
26 **Changes to Existing Telework Agreements**

27 The Employer reserves the right to reduce, modify, or eliminate an employee telework
28 assignment based on business needs or if there are performance and/or attendance

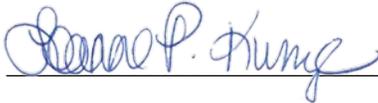
1 concerns, to include not complying with the terms of a telework agreement. The Employer
2 will address changes to a telework agreement with the employee. The employee's Division
3 Chief may not unreasonably terminate or modify an existing telework agreement. When
4 the employer has reason to terminate or modify an existing telework agreement, at least
5 seven (7) calendar days' notice must be provided, or less if mutual agreed. An employee
6 may request to terminate or modify their existing telework agreement with seven (7)
7 calendar days' notice. The employer is not responsible for costs, damages, or losses
8 resulting from cessation of participation in a telework agreement.

9 Eligibility, denial, modification, or elimination of a telework agreement is grievable
10 through Step 3 under Article 4 of the Collective Bargaining Agreement.

11

12  09/22/2020

13 Employer Date

 09/22/2020

Union Date

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
ASSOCIATION OF WASHINGTON ASSISTANT ATTORNEYS GENERAL
WASHINGTON FEDERATION OF STATE EMPLOYEES**

Diversity, Equity and Inclusion (DEI)

The parties are committed to developing and maintaining a high performing public workforce that provides access, meaningful services, and improved outcomes for all residents of Washington. The ever-increasing diversity of our population and workforce defines who we are as a people and drives the public's expectations of us as public servants. An important goal is to build work environments that are respectful, supportive, and inclusive of everyone.

The State of Washington is engaged in an enterprise wide effort with state agencies to reassess hiring practices, training, policy compliance, and data reporting toward the goal of creating a more respectful, diverse, equitable, and inclusive work environment. The Union is a vital partner in reaching this goal.

The AGO strives to have an agency-wide culture that recognizes respect for all and promotes cultural competency, diversity, and inclusion and equity to better recruit, promote, and retain a diverse workforce. The parties are committed to fostering a positive work environment and recognize that individuals feel safe to speak openly and with confidence only when co-workers and leadership accept diverse contributions, opinions, and ideas.

To that end, as the AGO modifies its policies, practices, and performance evaluation criteria to support this work, the Union, whether through informal discussions at UMCC or LMC meetings, or through other more formal notice, will be provided an opportunity to review and give input on these changes before they are adopted.

The AGO encourages professional facilitation of workgroups and roundtable conversations within and amongst divisions to discuss microaggressions, creating a safe space, and highlighting the work of individuals from historically marginalized communities, and those protected under the State of Washington Law Against Discrimination (WLAD). Recognizing the parties' commitment to intentional equity, diversity, and inclusion in recruitment and promotions, the parties agree to the following:

1. The AGO agrees that time to participate in workgroups, roundtable discussions, DAC, and Affinity Groups (including but not limited to interview panels for hiring and promotion, agency events, and training opportunities) shall be considered paid work time.

2. The AGO will continue to solicit input from the DAC and Affinity Groups on DEI issues within the office.
3. The AGO will create a program that relies upon experts to train employees to provide racial equity facilitation and support to AGO staff across the agency. The program will allow for expanded capacity in the agency to help facilitate more small group discussions on racial equity or similarly oriented topics.

Nothing in this Memorandum of Understanding should be construed as a waiver of the rights and obligations of either party as it relates to mandatory subjects.

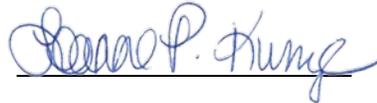
This Memorandum of Understanding is not subject to the grievance procedure.

This Memorandum of Understanding shall expire on June 30, 2023.

For the Employer:


09/22/2020

For the Union:



**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON AND
WFSE/ASSOCIATION OF WASHINGTON ASSISTANT ATTORNEYS GENERAL**

The AGO provides legal advice and representation for DCYF, supporting DCYF's mission to protect children from abuse and neglect, and to achieve timely permanency for foster children.

The ABA has recognized that a "caseload of over 60 cases is unmanageable" for attorneys serving a child welfare agency. A dependency "case" represents a family, which may include multiple children and multiple parents, and may stretch over several years. In some AGO locations, juvenile caseloads include associated termination or guardianship trials for that family, and lengthy, complex appeals involving research and oversight from senior attorneys statewide.

The parties have a shared interest in achieving manageable workloads for AAGs and staff, and agree to work collaboratively to continue the AGO's efforts to secure funding to achieve manageable caseloads, and to identify any other measures or practices to reduce workloads.

The parties agree to include Union representatives in efforts focused on reducing juvenile litigation caseloads, by agreeing to the following:

1. The Union may appoint four representatives from the bargaining unit to the Juvenile Litigation Monitoring workgroup, which meets twice a year specifically to review caseloads and trends, and to problem solve.
2. The Union representatives on the Juvenile Litigation Monitoring workgroup will have the same data access permissions as other committee members.
3. At the union's request, the parties will have interim meetings with the union juvenile litigation representatives approximately thirty (30) days in advance of each Juvenile Litigation Meeting.
 - a. All division chiefs and managing attorneys in each division will be invited to the interim meetings, and each division will have at least one (1) representative from AGO DCYF management as well as one member of the DCYF headquarters section participate in the interim meetings.
 - b. The participants may join by telephone or by video conference.
4. The purpose of the interim meetings will be to collaboratively discuss union ideas and suggestions and possible topics for the Juvenile Litigation Monitoring Meeting agenda, to include but not limited to the feasibility of implementing reasonable protected time parameters for work on juvenile litigation appeals.

21-23 AWAAG Negotiations
Tentative Agreement

For the Employer:

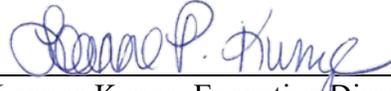
For the Union:



09/25/20

Ann Green, Labor Negotiator
OFM/SHR/Labor Relations

Date



09/25/2020

Leanne Kunze, Executive Director
WFSE/AFSCME Council 28

Date

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ARTICLE T
NON-DISCRIMINATION

3 **T.1** Under this Agreement, neither party will discriminate against employees on the
4 basis of religion, age, sex, status as a breastfeeding mother, marital status, race,
5 color, creed, national origin, political affiliation, military status, status as an
6 honorably discharged veteran, disabled veteran or Vietnam era veteran, sexual
7 orientation, gender expression, gender identity, any real or perceived sensory,
8 mental or physical disability, genetic information, status as a victim of domestic
9 violence, sexual assault or stalking, citizenship, immigration status or because of
10 the participation or lack of participation in union activities. Bona fide occupational
11 qualifications based on the above traits do not violate this Section.

12 **T.2** Both parties agree that unlawful harassment will not be tolerated, including
13 disparate treatment and hostile work environment on the basis of any of the
14 categories listed in section T.1.

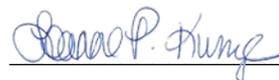
15 **T.3** Employees who feel they have been the subjects of discrimination are encouraged
16 to discuss such issues with their supervisor or other management staff, or file a
17 complaint in accordance with agency policy. In cases where an employee files both
18 a grievance and an internal complaint regarding the alleged discrimination, the
19 grievance process will be immediately suspended until the internal complaint
20 process has been completed. Following completion of the internal complaint
21 process, the Union may request the grievance process be continued. Such request
22 must be made within seven (7) calendar days of the employee and the Union being
23 notified in writing of the findings of the internal complaint.

24 **T.4** Both parties agree that nothing in this Agreement will prevent the implementation
25 of an affirmative action plan.

26 For the Employer:

For the Union:

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 09/14/2020

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ARTICLE XX SENIORITY

XX.1 Definitions

- A. Seniority shall mean the total period of time, measured in years, months, and days, that an employee has been employed by the Employer as an Assistant Attorney General, Managing Assistant Attorney General, Deputy Solicitor General. A calculation of seniority shall not be affected by the employee's status as full-time or part-time. The calculation of seniority shall not be reduced by any time period in which the employee was on paid or unpaid leave, including family medical leave. Time spent on sabbatical is not included in the calculation of seniority. Time included in the calculation of seniority need not be continuous. For the purposes of layoffs and recall, an eligible veteran as defined by WAC 357-46-060 shall receive preference in layoff by having their seniority increased for total active military service, not to exceed a maximum of five (5) years.
- B. A non-permanent employee is an employee that has not completed their probationary period.
- C. A permanent employee is an employee that has completed their probationary period.
- D. A non-permanent position is position that is not fully funded.
- E. A permanent position is a position that is fully funded.

XX.2 Illustrations

- A. An employee continuously serves three (3) years, five (5) months, and two (2) days. The employee's seniority is three (3) years, five (5) months, and two (2) days.
- B. An employee continuously serves three (3) years, five (5) months, and two (2) days, but during that time spends six (6) months on family medical leave. The employee's seniority is three (3) years, five (5) months, and two (2) days.

- 1 C. An employee continuously serves three (3) years, five (5) months, and two (2)
2 days, but during that time spends six (6) months on part-time status. The
3 employee’s seniority is three (3) years, five (5) months, and two (2) days.
- 4 D. An employee continuously serves three (3) years, five (5) months, and two (2)
5 days, but then leaves employment for two (2) years, one (1) month, and 15 days
6 before returning to employment with the Employer. After returning, the
7 employee continuously serves five (5) years, six (6) months, and eight (8) days.
8 The employee’s seniority is eight (8) years, eleven (11) months, and ten (10)
9 days.
- 10 E. An employee serves twelve (12) years six (6) months and two (2) days, during
11 which the employee takes a six (6) month sabbatical. The employee’s seniority
12 is twelve (12) years and two (2) days.

For the Employer:

For the Union:



Ann Green, Labor Negotiator 09/25/20
OFM/SHR/Labor Relations Date

Leanne Kunze, Executive Director Date
WFSE/AFSCME Council 28

Article Y – Exchange Time

Y.1 Assistant attorneys general are expected to devote all the time necessary to deliver the highest quality legal and administrative services. This may require working beyond their regular schedule. Exchange time is a benefit in the form of time off for extraordinary hours worked. It is intended to encourage retention of valuable employees without impeding services to the public or preventing the office from accomplishing its mission.

Y.2 Biannual awards

Exchange time will be awarded twice annually, in January and July, to attorneys who work 15% or more over available hours during the preceding six months. The amount of the award will be equal to twenty percent (20%) of the hours worked over available hours, up to a maximum of fifty (50) hours for the sixth-month period. For example, if an attorney works 146 extra hours during a six-month period where there are 976 regular business hours available (or 15% over available hours), the attorney would receive an exchange time award of 20% of the extra hours, or 29.2 hours.

Y.3 Immediate awards Division chiefs may also make immediate exchange time awards to recognize an attorney's extraordinary work that resulted in a peak workload over a discrete time period (e.g., trial, preliminary injunction), even though that work may not result in increased workload over the six-month period covered by the formula. The decision to grant any such award, and the amount of the award, are discretionary. To avoid duplication, immediate exchange time awards shall be subtracted from any biannual award for the same time period.

Y.4 Exchange time has no cash liquidation value and is to be used within twelve months of authorization. Employees with documented performance concerns during the period are not eligible to receive exchange time for the six-month period. New employees are eligible for immediate awards during their

probationary period and will be eligible for biannual awards once they have worked all six (6) months of an award period. Exchange time awards are not subject to the grievance procedure.

For the Employer:

For the Union:



09/25/20

Ann Green, Labor Negotiator
OFM/SHR/Labor Relations

Date

Leanne Kunze, Executive Director
WFSE/AFSCME Council 28

Date

Article Z - Review Periods

Z.1 Probationary Period for Permanent Positions

- A. Every part-time and full-time employee following their initial appointment to an assistant attorney general position, or upon being rehired into a bargaining unit position after a break in service with the AGO, will serve a probationary period of twelve (12) consecutive months. Probationary periods do not apply to transfers between divisions within the AGO.
- B. The Employer may extend the probationary period for an individual employee as long as the extension does not cause the total period to exceed eighteen (18) months.
- C. The Employer may separate a probationary employee at any time during the probationary period. The Employer will provide the employee five (5) working days' written notice prior to the effective date of the separation. However, if the Employer fails to provide five (5) working days' notice, the separation will stand and the employee will be entitled to payment of salary for up to five (5) working days, which the employee would have worked had notice been given. Under no circumstances will notice deficiencies result in an employee gaining permanent status. The separation of a probationary employee will not be subject to the grievance procedure in Article 4, Grievance Procedure.
- D. The Employer will extend an employee's probationary period, on a day-for-a-day basis, for any day(s) that the employee is on leave without pay or shared leave. Probationary period extensions for military service will be in accordance with the law.

- E. An employee who is appointed to a different bargaining unit position prior to completing their initial probationary period may be required to serve a new probationary period, as determined by the Employer.

Z.2. Trial Service Period for Permanent Positions

- A. Employees with permanent status in an assistant attorney general bargaining unit position who are promoted, will serve a trial service period of twelve (12) consecutive months. The Employer may extend the trial service period for an individual employee as long as the extension does not cause the total period to exceed eighteen (18) months.
- B. Any employee serving a trial service period will have their trial service period extended, on a day-for-a-day basis, for any day(s) that the employee is on leave without pay or shared leave. Trial service extensions for military service will be in accordance with the law.
- C. An employee who is appointed to a different position prior to completing their trial service period will serve a new trial service period. The length of the new trial service period will be in accordance with Subsection Z.2 A, unless adjusted by the appointing authority for time already served in trial service status. In no case, however, will the total trial service period be less than twelve (12) consecutive months.
- D. An employee serving a trial service period may voluntarily revert to their former permanent position provided that the position has not been filled or an offer has not been made to an applicant. An employee serving a trial service period may voluntarily revert at any time to a funded permanent position that is vacant for which they have the knowledge, skills or abilities. Upon request the employer will provide a list of all funded vacant positions.

The Employer will determine the position the employee may revert to and the employee must have the knowledge, skills or abilities required for the position. Employee preference will be considered if there are multiple vacancies. If possible, the reversion option will be within a reasonable commuting distance for the employee.

- E. With ten (10) working days' written notice by the Employer, an employee who is not satisfactorily completing their trial service period will be reverted to a funded permanent position that is vacant or filled by a non-permanent employee and is within the employee's previously held permanent job classification.

The reversion option, if any, will be determined by the Employer. The employee being reverted must have the knowledge, skills or abilities required for the vacant position. Employee preference will be considered if there are multiple vacancies. If possible, the reversion option will be within a reasonable commuting distance for the employee.

If the Employer fails to provide ten (10) working days' notice, the reversion will stand and the employee will be entitled to payment of the difference in the salary for up to ten (10) working days, which the employee would have worked at the higher level if notice had been given. Under no circumstances will notice deficiencies result in an employee gaining permanent status in the higher classification.

- F. If there are no reversion options, an employee will be separated from employment. An employee who is separated during their trial service period may request a review of the separation by the Chief Deputy or designee within seven (7) calendar days from the effective date of the separation.

- G. The reversion of employees is not subject to the grievance procedure in Article 4, Grievance Procedure.

Z.3. Resignation

With at least fifteen (15) calendar days' notice, an employee should send a notice of resignation specifying the date of separation of employment to the Attorney General with copies to the Payroll Office, Division Chief, appropriate Deputy Attorney General and Chief Deputy Attorney General. Upon submitting a resignation notice, the resignation decision is deemed accepted, unless mutually revoked by the employee and the Employer.

Z.4. Non-Permanent Appointments

When a permanent employee accepts a non-permanent appointment, the return rights, if any, will be mutually agreed upon and documented in the appointment letter.

For the Employer:

For the Union:



Ann Green, Labor Negotiator 09/25/20
OFM/SHR/Labor Relations Date

Leanne Kunze, Executive Director Date
WFSE/AFSCME Council 28