Memorandum of Agreement

The following Memorandum of Agreement ("MOA") is entered into by and between Western Washington University ("Western") and the Washington Federation of State Employees ("WFSE").

Agreement

Both Western and WFSE recognize that there are emergency conditions that exist as a result of the COVID-19 pandemic.

Therefore, the parties agree to the following:

• Employees' maximum compensatory hours balance, as defined in article 8.3.B, will not be limited through June 30, 2020
• Employees' maximum vacation accrual balance, as defined in article 11.12, will not be limited through June 30, 2020
• The following language will be added as an appropriate reason for sick leave use under article 12.2: "A period of quarantine following the exposure to a contagious disease during the period when attendance on duty would jeopardize the health of themselves and/or others."

Both parties agree this is not precedent setting.

Acknowledged and Agreed:

For the Union:

[Signature]

Thomas Wray, Labor Advocate
Washington Federation of State Employees

Date: 4/24/20

For the Employer:

[Signature]

Chyerl Wolfe-Lee, Assistant Vice President for HR
Western Washington University

Date: 4/24/20