

**Memorandum of Understanding  
Between  
The State of Washington  
And the  
Washington Federation of State Employees**

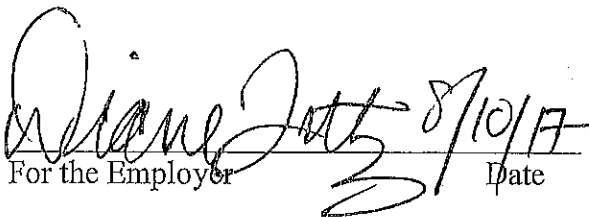
The State of Washington and the Washington Federation of State Employees, AFSCME Council 28, agree to modify Article 40, Sections 40.4 and 40.5 of the 2017-2019 Collective Bargaining Agreement as follows:

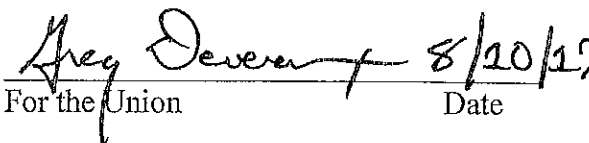
40.4 The Employer agrees to deduct the membership dues, agency shop fee, non-association fee, or representation fee from the salary of employees who request such deduction in writing within thirty (30) days of receipt of a properly completed request submitted to the appropriate agency payroll office. Such requests will be made on a Union payroll deduction authorization card. The Employer will honor the terms and conditions of each employee's signed membership card.

40.5 ~~Dues/Fees Cancellation~~

An employee may cancel his or her payroll deduction of ~~dues or fees~~ by written notice to the Employer and the Union. Every effort will be made to make the cancellation effective on the first payroll, and not later than the second payroll, after receipt of the notice. However, the cancellation may cause the employee to be terminated, subject to Section 40.3, above.

The effective date of this MOU is the date it is signed by both parties to this agreement, below.

  
For the Employer \_\_\_\_\_ Date 8/10/17

  
For the Union \_\_\_\_\_ Date 8/20/17