

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

The parties agree to early implementation of the following provisions of the 2019-2021 WFSE General Government Tentative Agreement as provided within the parameters below. The provisions of this Agreement shall expire on June 30, 2019.


Thirty (30) Minute Paid Union Leave

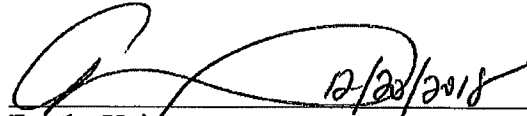
The parties agree communication, education and direct feedback between bargaining unit members and Union representatives are essential to productive labor relations. Therefore, one meeting up to thirty (30) minutes will be allowed during the term of this Agreement as paid release time during regular working hours and may be in person or by phone. For tracking purposes, this thirty (30) minutes will be considered paid union leave and allowed under the following conditions:

1. Any employee who met with the Union in paid status in accordance with the WFSE General Government Ground Rules for 2019-2021 Contract Negotiations shall not be entitled to another meeting under this Agreement.
2. Union leave shall not disturb the services of the Employer, clients and its customers and shall be accomplished without causing the Employer to incur additional costs.
3. Union leave will require approval through the bargaining unit member's supervisor, scheduler or manager.
4. Positions requiring relief will be excluded from this Agreement unless a subsequent Memorandum Of Understanding is agreed upon that identifies a process that allows this union leave without impacting Employer services.

5. If a shop steward and/or another Employer paid staff is the Union representative who meets with bargaining unit members during this union leave, the provisions of Article 39.9 A. will apply.
6. Bargaining unit members will not be required to meet with the Union and will not suffer discrimination or retaliation because of their choice to meet or not meet.

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

 12/20/18
For the Employer Date

 12/20/2018
For the Union Date
Amy Spiegel