

**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:**



\_\_\_\_\_  
Thomas Wray, Labor Advocate  
Washington Federation of State Employees

4-24-20  
Date

**For the Employer:**



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

4/24/20  
Date