

1 **MEMORANDUM OF UNDERSTANDING**

2 **BETWEEN**

3 **THE STATE OF WASHINGTON,**

4 **HIGHER EDUCATION COMMUNITY COLLEGE COALITION**

5 **AND**

6 **WASHINGTON PUBLIC EMPLOYEES ASSOCIATION**

7 **Implementing Recognition and Retention Lump Sum Payment**

8 This Memorandum of Understanding (MOU) by and between Washington State  
9 (Employer), the Higher Education Community College Coalition, the Washington State  
10 Office of Financial Management, State Human Resources, Labor Relations Section, and  
11 the Washington Public Employees Association (WPEA) is entered into for the purposes of  
12 implementing a recognition lump sum payment.

13 A. In recognition of the service state employees have provided the citizens of  
14 Washington throughout the COVID-19 pandemic and the need to retain critical  
15 state employees in all higher education institutions; a one-time bonus will be  
16 provided. Effective July 1, 2023, bargaining unit employees will be eligible to  
17 receive a one-time lump sum payment of one thousand dollars (\$1,000.00) if  
18 they meet the following conditions:

- 19
- 20 1. Was hired on or before July 1, 2022 and still employed on July 1, 2023 and  
21 did not experience a break in service. Employees who meet the definition  
22 of career seasonal are not considered to have a break in service.

23

24 B. The lump sum bonus will be reflected within the employee's paycheck subject  
25 to all required state and federal withholdings and will be paid no earlier than  
26 July 25, 2023. The one-time bonus will not be subject to union dues or other  
27 union fees.

1 C. Bargaining unit employees will only receive one lump sum payment regardless,  
2 of whether they occupy more than one position within State government or  
3 higher education.

4 a. Employees that hold more than one position within State government or  
5 higher education; the position for which they work the majority of their  
6 hours will be responsible for processing the lump sum payment.

7 b. Payment eligibility is based on employee's position on July 1, 2023.

8 D. The amount of the lump sum payment for part-time and on call employees will  
9 be proportionate to the number of hours the part-time employee was in pay  
10 status during fiscal year 2023 in proportion to that required for full-time  
11 employment.

12 a. For employees who hold more than one part-time and/or on call position,  
13 the number of hours will be cumulative from all positions. The lump sum  
14 payment will not exceed one thousand dollars (\$1,000.00).

The provisions contained in this MOU become effective on July 1, 2023. This MOU shall  
expire on July 30, 2023.

TENTATIVE AGREEMENT REACHED

For the Employer:

For the Union:



9/21/2022

September 21, 2022

Gina L. Comeau, OFM  
OFM/SHR Labor Negotiator

Date

Amanda Hacker  
Contract Administration  
Director, WPEA Higher  
Education

Date