

XX. MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WASHINGTON PUBLIC EMPLOYEES ASSOCIATION
HIGHER EDUCATION COALITION

Lump Sum Accrual – Vacation Leave Credit

This Memorandum of Understanding (MOU) by and between Washington State (Employer), the Washington State Office of Financial Management, State Human Resources, Labor Relations Section, and the Coalition (Union) is entered into for the purposes of providing a lump sum vacation credit of forty (40) hours for full-time employees, pro-rated for part-time employees, for the terms of the 2027 – 2029 bargaining agreement.

Employees employed with the colleges on July 1, 2027, will be entitled to this vacation lump sum accrual. Employees must use the 40 hours vacation leave by June 30, 2029, in accordance with the provisions set forth in the collective bargaining agreement. Any unused vacation lump sum leave remaining on June 30, 2029, will be forfeited and will not carry over. The paid vacation leave lump sum is not subject to payout at any time during the duration of this agreement, including separation from employment.

Employees are responsible for requesting and scheduling leave in sufficient time to use the available lump sum vacation balance before the expiration date. The Employer will administer leave requests consistent with applicable provisions of the collective bargaining agreement. The lump sum vacation leave credit is not subject to the Shared Leave provisions.

Nothing in this provision is intended to waive or limit any employee rights to other paid leave provided under the collective bargaining agreement.

This MOU shall be effective July 1, 2027, and will expire June 29, 2029

TENTATIVE AGREEMENT REACHED

An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer

For the Union

Date

Date

Inti Tapia, Labor Negotiator
OFM/SHR Labor Relations &
Compensation Policy Section

Steve Sloniker,
Executive Director, WPEA