

## DEFINITIONS

The following definitions are intended only to provide clarification in the interpretation and/or administration of this Agreement they are not intended as subjects for a grievance:

Agreement – This collective bargaining agreement between the Union and the University

BPPM – Business, Policies, and Procedures Manual

Day(s) – Unless otherwise specified in this Agreement, day(s) shall be calendar day(s).

Domestic Partner – A person who is neither married nor related by blood to the employee, is the employee's sole domestic partner, lives together with the employee in the same residence and intends to do so indefinitely, who along with the Employee are at least 18 years of age and at least one of the persons is sixty-two years of age or older and is responsible with the employee for the other's welfare in accordance with RCW 26.60.030.

Employee – An individual employed by the University working in a job classification covered by this Agreement that has been certified by the Washington Personnel Resources Board (WPRB), its predecessors, and/or the Public Employment Relations Commission (PERC).

Full-time Employees – Employees who are scheduled to work forty (40) hours per workweek. Less than full-time Employees – Employees who are scheduled to work less than forty (40) hours per workweek.

Employee records – Files/records maintained with respect to an employee such as personnel, payroll and leave actions, benefits and medical, performance, training, grievances, licensing, permit and certification, or employment applications.

Family member – Individuals considered to be members of the family are mother, father, sister, brother, mother-in-law, father-in-law, spouse/domestic partner, grandparent, grandchild, son, daughter, stepchild, a child in the custody of and residing in the home of an employee.

Union/WFSE – Washington Federation of State Employees, AFSCME Council 28, AFL-CIO  
University/Employer – Washington State University

RCW – Revised Code of Washington

WAC – Washington Administrative Code

WFSE representative – Employee of the Washington Federation of State Employees, AFSCME Council 28, AFL-CIO