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/Contract: 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 is at least 18 years of age and at least one of the persons is 62 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 Office of Financial Management, 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, but not in a temporary/hourly capacity.
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.
Union/IUOE: Local 280, AFL-CIO
University/Employer: Washington State University
RCW: Revised Code of Washington
WAC: Washington Administrative Code
IUOE: Local 280/Representative: Employee of the IUOE Local 280