MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN
WASHINGTON STATE UNIVERSITY (WSU)

AND

WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)

The purpose of this MOU is to clarify and resolve any and all matters relating to the 2021-2023 Washington State University (WSU) and Washington Federation of State Employees (WFSE) Collective Bargaining Agreement (Agreement).

WSU and WFSE agree:

1. **Juneteenth:** On July 25, 2021 Substitute House Bill 1016 was passed, amending RCW 1.16.050 and implementing the observance of Juneteenth. WSU intends to implement the Juneteenth holiday on Monday, June 20, 2022, in accordance with WSU’s holiday schedule.
   - WSU has amended the University Statutory Holidays list to add Juneteenth. The University intends to extend the observation of this holiday to employees whose positions are covered by the WSU/WFSE Agreement on the same basis as non-represented classified staff. Guidelines for holiday schedules and pay will continue to be observed as outlined in Article 16.1 of the WSU/WFSE Agreement.

2. **Title IX:** In 2020, the Secretary of Education amended the regulations implementing Title IX of the Education Amendments of 1972 (Title IX). WSU Executive Policy (EP) #15 Policy Prohibiting Discrimination and Harassment, was amended to address the legal requirements. Amendments include protection against discrimination based on immigration or citizenship status, expanded definitions of the 12 types of discrimination the policy protects against, and an appendix that includes specific examples of violations.
   - WSU intends to observe EP #15 amendments and follow University identified procedures to address actions implicating Title IX for employees whose positions are covered by the WSU/WFSE Agreement on the same basis as non-represented Non-Permanent staff.

3. This agreement shall be effective upon signatures of both parties and shall continue through June 30, 2023 and will incorporate provisions of this MOU into subsequent negotiated collective bargaining agreements.

Kendra Wilkins-Fontenot 05-12-2022
Labor Relations Officer
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Labor Advocate
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