

MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN
WASHINGTON STATE UNIVERSITY (WSU)
AND
INTERNATIONAL UNION OF ENGINEERS (IUOE)

The following MOU is entered into by Washington State University (WSU) and International Union of Engineers (IUOE) related to the 2023-2025 Collective Bargaining Agreement (Agreement or Contract).

1. In an attempt to address ongoing recruitment and retention concerns in the specialized Steam Plant environment, WSU agrees, in consultation with the IUOE, to prepare a Special Pay request related to applicable positions covered by the Agreement during the 2023-2025 Contract period.
2. The parties agree to submit any finalized and agreed upon Special Pay request to the state of Washington Office of Financial Management (OFM) State Human Resources (SHR) during this Contract period, in line with the Higher Education Special Pay Guidelines.
3. The parties understand that the evaluation and recommendation for approval is at the discretion of SHR. Further that, should SHR approve any portion of the request, WSU must submit a request for funding in accordance with RCW 41.80.010 and that the request must be funded by the State prior to those terms and conditions being implemented.
4. Should a request be approved and funded, it will be implanted no later than the date of the Legislatively approved implementation date.
5. This agreement shall be effective upon ratification of the 2023-2025 tentative agreement.



10/5/22

Kendra Wilkins-Fontenot
Labor Relations Officer
Washington State University



10/4/22

Corey Stratton
Business Representatives
International Union of Engineers