

MEMORANDUM OF UNDERSTANDING

By and Between

Washington State University (WSU)
and
Washington State University Police Guild (WSUPG)

The purpose of this Memorandum of Understanding (MOU) is address an interim allowance associated with bargaining unit member attendance at WSU academic classes on the WSU Pullman campus. This MOU will temporarily supersede Article 13.7 subsections 2, 3 and 4 of the Washington State University (the “Employer”) and the Washington State University Police Guild (the “Guild”), regarding the Parties’ 2023-2025 Collective Bargaining Agreement (CBA).

The Employer and the Guild recognize that Police presence in the classroom setting may benefit their relationship with the community while continuing the employee’s education. The temporary allowances expand the utilization of Education Benefits for all classes, rather than those identified as work-related. Additional parameters allow employees to attend WSU academic classes while on-duty so long as the Employer does not incur additional expenses for employees to receive this benefit, such as costs for overtime and backfill. The Employer and Guild agree that the cost and benefits resulting from the temporary allowance offset each other and are mutually beneficial. This temporary allowance supports the department in culture improvements, and will help in re-establishing credibility in the WSU Community. On a temporary basis, ending December 31, 2024, the University and the Guild agree to the following:

- A. Employees in the bargaining unit may attend in person classes at the WSU Pullman campus while on duty without loss of pay, as determined by the Police Chief as outlined below.
 1. It is understood that attendance at classes during the employee’s regular work period is contingent upon sufficient patrol staffing levels and is subject to supervisory prior approval.
 2. Ability to attend classes while on duty may be denied in the event of operational necessity.
 3. It is understood that employees who are approved to attend classes while on paid status will be in the uniform of the day and be available by radio in the event of recall during any class period.
 4. Use of the patrol vehicle for transportation to and from classes shall be determined by the shift supervisor in advance of use.
- B. If the class is cancelled or the Employee chooses not to attend the course, they will report to work for their regularly scheduled hours or request time off in advance, per regular departmental processes.

- C. Employees who change out of uniform during their regular work period and wear civilian clothing for classes shall be on non-pay status. Time off must be requested in advance or time may be requested to be made up during the work week as prearranged by their supervisor.
- D. No premium pay shall be incurred by the officer or others to accommodate an officer's class attendance.
- E. Employees attending WSU courses are responsible for all costs and fees associated with the course(s).

This agreement shall be effective upon signatures of both parties. This agreement will expire on December 31, 2024 and is not incorporated into the 2023-2025 CBA. The parties further agree that this one-time, non-recurring agreement is not precedent setting and does not establish a practice.

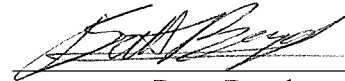
Executed on this day of September 29, 2023 for and on behalf of:

Washington State University



Kendra L Hsieh
Labor Relations Officer
Washington State University

WSU Police Guild



Brett Boyd
President
WSU Police Guild