

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
WASHINGTON STATE UNIVERSITY (WSU)
AND
WSU CASE/UNITED AUTO WORKERS LOCAL 459121 (UAW)

Subject: Clarification of Article 30.2.1 – Short-Term Pregnancy/Parental Leave

This Memorandum of Understanding (MOU) is entered into between Washington State University (WSU) and the WSU Case/United Auto Workers Local 4591 (UAW) to resolve a dispute regarding the language of Article 30.2.1 of the Union collective bargaining agreement (Contract) governing Short-Term Pregnancy/Parental Leave for Academic Student Employees (ASEs).

BACKGROUND

Article 30.2.1 of the 2024-2026 Contract states:

"The Short-Term Pregnancy/Parental Leave plan provides eligible salaried ASEs up to six (6) consecutive weeks of paid leave for the period directly before or after the birth, or adoption of a child."

WSU and UAW mutually recognize the occasional need for flexibility in the timing of Short-Term Pregnancy/Parental Leave due to the business necessities of WSU and/or the personal needs of ASEs. In light of this, both parties agree to clarify the application of the existing Contract language to reflect this flexibility.

AGREEMENT

To provide greater clarity, the following language shall be used to interpret and administer Article 30.2.1: "The Short-Term Pregnancy/Parental Leave plan provides eligible salaried ASEs up to six (6) consecutive weeks of paid leave for the period directly before or after the birth, or adoption of a child, or at a time otherwise approved by the ASE's supervisor. In all cases, leave must be completed during the ASE's appointment term and within the same academic year as the date of the birth or adoption of the child."

IMPLEMENTATION

This clarification shall be used in the administration of the Contract and shall remain in effect unless modified by mutual agreement of both parties through collective bargaining through the term of the current Contract, August 15, 2026. The parties further agree that this is a one-time, non-recurring agreement that is not precedent setting, does not establish a past practice, and does not preclude or negate future negotiations on this topic.

This MOU is executed in good faith and in accordance with the collective bargaining obligations of both parties.


For WSU

For UAW



Kendra L. Hsieh Date

07/14/2025



Beatrice Caffé Date

7/16/2025