

**MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN  
WASHINGTON STATE UNIVERSITY (WSU)  
AND  
WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)**

Due to the passage of Senate Bill 5101 adding hate crimes to the existing protected leave status for victims of sexual assault, stalking, or domestic violence, effective January 1, 2026, the parties agree to modify provisions of the 2025-2027 Collective Bargaining Agreement as indicated below:

**2.1 NON-DISCRIMINATION AND SEXUAL HARASSMENT**

A. Non-discrimination: Neither the University nor the Union will discriminate against any employee covered under this Agreement in a manner precluded by law as currently written or as amended. Under this Agreement, neither party will discriminate on the basis of religion, age, sex, status as a chest feeding parent, pregnancy, marital status, race (including traits historically associated or perceived to be associated with race such as, but not limited to, hair texture and protective hairstyles), color, creed, national origin, citizenship or immigration status, political affiliation, military status, status as an honorably discharged veteran, a disabled veteran or Vietnam era veteran, sexual orientation, gender identity, gender expression, any real or perceived sensory, mental or physical disability, use of a trained guide or service animal by a person with a disability, genetic information, status as a victim of domestic violence, sexual assault, or stalking or a hate crime, or because of the participation or lack of participation in union activities. Bona fide occupational qualifications based on the above traits do not violate this section.

**21.8 LEAVE FOR DOMESTIC VIOLENCE, SEXUAL ASSAULT OR STALKING**

An employee is allowed to take accrued paid leave or unpaid leave, including Shared Leave if the employee or the employee's family member is a victim of domestic violence, sexual assault, or stalking or a hate crime. For the purpose of this leave family member is defined by RCW 49.76.020 as parent, parent-in-law, spouse, grandparent and minor/dependent child and child or a person with whom the employee has a dating relationship, as defined by RCW 10.99.020. The University may require verification from the employee requesting leave in accordance with RCW 49.76.

**22.2 VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT, HATE CRIMES, AND STALKING SAFETY ACCOMMODATIONS**

A. An employee may request a reasonable safety accommodation if the employee is a victim of domestic violence, sexual assault, hate crime, or stalking (or perceived victim) as outlined in Article 21.

B. An employee may be required to show verification of the need for Domestic Violence, Sexual Assault, Hate Crime, and Stalking leave as outlined in Article 21 or a safety accommodation as outlined in Article 22. Verification includes: a police report or a court order showing the employee is a victim or in need of protection, Documentation from an advocate for victims, an

attorney, a member of the clergy or a health care provider. Documentation shall retain its confidential or privileged nature of communication pursuant to the extent provided by law. An employee may also provide a written statement that they or a family member are a victim and in need of the safety accommodation. Verification of the familial relationship to the victim can be in the form of a statement from the employee, a birth certificate, court document, or other similar documentation.

C. A reasonable safety accommodation may include, but is not limited to:

1. A transfer, reassignment, modified schedule, changed work telephone number, changed work email address, changed workstation, installed lock, implemented safety procedure, or any other adjustment to a job structure, workplace facility, or work requirement in response to actual or threatened domestic violence, sexual assault, hate crime, or stalking.

**This MOU shall be effective January 1, 2026**

For Washington State University:



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Jennifer Klein, Vice President and Chief  
Human Resources Officer

Date: 12/05/2025

For WFSE:



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Linda Emin, Labor Negotiator

Date: 12/05/2025