

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
WASHINGTON STATE UNIVERSITY (WSU)
AND
WSU CASE/UNITED AUTO WORKERS LOCAL 4591 (UAW)

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 2024-2026 Collective Bargaining Agreement as indicated below:

3.1.1 NON-DISCRIMINATION

Neither the University nor the Union shall discriminate or harass any ASE on the basis of a protected class. The following, are considered protected classes for the purposes of this Article: race; sex and/or gender (including pregnancy, childbirth, medical conditions related to pregnancy and childbirth, and breastfeeding and medical conditions related to breastfeeding); sexual orientation; gender identity or expression; religion; age; color; creed; national or ethnic origin (including caste or ancestry); marital status; genetic information (including family medical history); status as a protected veteran, an honorably discharged veteran, or member of the military; physical, mental, or sensory disability (including HIV status or other chronic health conditions and the use of a trained service animal); status as a victim of domestic violence, sexual assault, stalking or a hate crime, immigration or citizenship status, except as authorized by federal or state law, regulation, or government contract; or Union activity.

Executive Policy (EP) 15 Policy Prohibiting Discrimination and Harassment is the University's policy that applies to discrimination and harassment. The University's definitions for discrimination, harassment, and sexual harassment under EP 15 is found at policies.wsu.edu/prf/ep15.

30.1.3 Sick leave/time off may be used only for:

g. For reasons related to domestic violence, sexual assault, hate crime, or stalking that affect the employee, the employee's family member or a person with whom the employee has a dating relationship.

31.6.1 DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING ACCOMMODATIONS

An ASE may request reasonable safety accommodation in response to actual, threatened, or perceived domestic violence, sexual assault, hate crime, or stalking. The University will consider the personal preference of an ASE when implementing safety accommodations. Safety accommodations are intended to preserve an ASE's access to their work or education, and may include, but are not limited to: (1) transfer, reassignment, and modified schedule, (2) changed work telephone number, changed work email address, and changed workstation, (3) installed lock, implemented safety procedure, or any other adjustment to a job structure, workplace facility, or work requirement in response to actual, perceived, or threatened domestic violence, sexual assault, hate crime, or stalking.

This MOU shall be effective January 1, 2026

For Washington State University:



Jennifer Klein, Vice President and Chief
Human Resources Officer

For UAW:



Date: 01/05/2026

Date: 1/7/2026