

1 **MEMORANDUM OF UNDERSTANDING**

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4 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING  
5 AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL  
6 1948 CENTRAL WASHINGTON UNIVERSITY CHAPTER, AND CENTRAL WASHINGTON  
7 UNIVERSITY PURSUANT TO ARTICLE 56, SECTIONS 2 AND 3 OF THE CURRENT  
8 COLLECTIVE BARGAINING AGREEMENT.

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10 The parties agree to the following:

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12 1. To amend Article 56, Section 56.2 and 56.3 to read as follows:

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14 **56.2 Rate of Accrual**

15 Full-time employees covered by this Agreement and eligible for vacation leave will accrue vacation  
16 leave, to be credited monthly, as follows:

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Full Years of State Employment	Days Per Year	Hours Per Year	Hours Per Month
During the first and second years of current continuous state employment	14	112	9.33
During the third year of current continuous state employment	15	120	10.00
During the fourth year of current continuous state employment	16	128	10.67
During the fifth and sixth years of total state employment	17	136	11.33
During the seventh, eighth and ninth years of total state employment	18	144	12.00
During the tenth, eleventh, twelfth, thirteenth, and fourteenth years of total state employment	20	160	13.33
During the fifteenth, sixteenth, seventeenth, eighteenth and nineteenth years of total state employment	22	176	14.67
During the twentieth, twenty-first, twenty-second, twenty-third, and twenty-fourth years of total state employment	24	192	16.00
During the twenty-fifth and succeeding years of total state employment	25	200	16.67

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43 **56.3 Current Continuous State Employment & Total State Employment**

44 For the purposes of this Article, an employee's years of current continuous state employment is based  
45 on the employee's date of hire into their current unbroken period of employment with any department,  
46 agency, institution of higher education or a related higher education board as defined by RCW  
47 41.06.020 and WAC 357-01-180. This includes employment in the legislative or judicial branches.  
48 Time spent on approved unpaid leave or layoff will not be considered a break in service, but leave



1 without pay will not count toward an employee's continuous employment in determining the  
2 employee's vacation accrual. When an employee is on leave without pay for more than eight (80)  
3 hours in a calendar month, the employee's vacation date will be moved forward in an amount equal to  
4 the duration of leave without pay.

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6 Total state employment is based on all periods of employment with any department, agency, institution  
7 of higher education or a related higher education board as defined by RCW 41.06.020 and WAC 357-  
8 01-180. This includes employment in the legislative or judicial branches. Total state employment will  
9 be applied to the employees vacation accrual rate at the time the employee meets the defined years' of  
10 employment outlined in section 56.2 Rate of Accrual.


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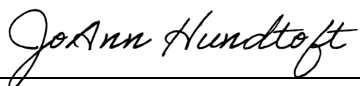
This Memorandum of Understanding shall become effective upon signatures of both parties, shall remain in effect until June 30, 2023 and shall be attached to the current Collective Bargaining Agreement.

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/ SEIU LOCAL 1948

CWU CHAPTER

Central Washington University #411

BY:   
Mark Young, Chapter President

BY:   
JoAnn Hundtoft, Director Employee Services and Talent Acquisition

DATE: Dec 7, 2021

DATE: 12/6/2021

