



MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 WASHINGTON FEDERATION OF STATE EMPLOYEES  
 AND  
 CENTRAL WASHINGTON UNIVERSITY  
 FMLA

This Memorandum of Understanding (MOU) sets forth the following Agreement between the Washington Federation of State Employees, AFSCME Council 28 (The "Union") and Central Washington University (The "University") regarding agreed upon changes to FMLA language in current CBA agreement.

14.3 The Employer will continue the employee's existing employer-paid health insurance benefits during the period of leave covered by family medical leave. The employee will be required to pay their share of health care premiums. The employee will be allowed to use eight (8) hours a month of accrued leave during each month to provide for the continuation of benefits as provided for by the Public Employees Benefit Board.

14.4 The Employer has the authority to designate absences that meet the criteria of the family medical leave. The use of any paid or unpaid leave for a family medical leave qualifying event will run concurrently with, not in addition to, the use of the family medical leave for that event. An employee using paid leave during a family medical leave qualifying event must follow the notice and certification requirements relating to family medical leave usage in addition to any notice requirements relating to the paid leave.

This Agreement shall be effective upon execution and shall be attached to the current CBA. Upon expiration of the current CBA, the parties agree to incorporate this Agreement into the body of the successor CBA.

For the Union	For the University
 <small>Linda Michaud-Emin (Jul 29, 2021 16:23 PDT)</small>	
Linda Michaud-Emin Labor Advocate, WFSE	JoAnn Hundtoft, Director, Employee Services and Talent Acquisition, CWU
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