

MEMORANDUM OF UNDERSTANDING
BETWEEN
CENTRAL WASHINGTON UNIVERSITY
AND
PUBLIC SCHOOL EMPLOYEES OF WASHINGTON

This Memorandum of Understanding (MOU) sets forth the following Agreement between the Public School Employees of Washington/SEIU Local 1948 Central Washington University Chapter (The "Union") and Central Washington University (The "University") by and through the undersigned, desiring to align the parties' Collective Bargaining Agreement ("CBA") with PERC Decision [PERC Decisions 14002-PSRA, 14007-PSRA, 14008-PSRA, 14006-PSRA, 14005-PSRA, 14004-PSRA, 14003-PSRA], enter into this Agreement under the following terms and conditions:

The parties agree to the following from April 1, 2025 to June 30, 2027:

Par. 1. To amend and substitute Article 1 – Union Recognition of the parties' CBA with the [following language/language in Exhibit 1]:

ARTICLE 1 - UNION RECOGNITION

- 1.1 The University recognizes the Union as the sole and exclusive bargaining representative for the employees in the bargaining units certified by the Public Employment Relations Commission.
- 1.2 A listing of the units certified as of December 11, 2024 is included in Appendix A.
- 1.3 If the Public Employment Relations Commission certifies the Union as the exclusive bargaining representative during the term of this Agreement for an RCW 41.80 bargaining unit at the University, the terms of this Agreement will apply.
- 1.4 The University agrees not to enter into any agreement or contract with bargaining unit employees, individually or collectively, which conflicts with the terms of this Agreement unless the employee(s), Union and University specifically agree to such agreement.

Par. 2. Amend and substitute Appendix A – Unit Description of the parties' CBA with the [following language/language in Exhibit 2]:

APPENDIX A
UNIT DESCRIPTION

BARGAINING UNITS REPRESENTED BY THE
PUBLIC SCHOOL EMPLOYEES AT CENTRAL WASHINGTON UNIVERSITY
AS OF May 27, 2026

BU 3

All nonsupervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW, including qualifying temporary employees as defined by WAC 357-04-045, employed by Central Washington University in the Student Health Counseling and Wellness Services Department, excluding confidential employees, internal auditors, supervisors, and all other employees.

PERC
Decision #
9900-PSRA
11/16/07
14002-PSRA
12/11/24

BU 4

All nonsupervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW, including qualifying temporary employees as defined by WAC 357-04-045, performing clerical or technical work employed by Central Washington University within the Departments of Library, Testing Services, Office of International Studies and Programs, Career Services, College of Education and Professional Studies, College of Sciences, College of Arts & Humanities, College of Business, Academic Achievement Programs, College Assistance Migrant Program (CAMP), Washington Sensory Disability Services, and William Douglas Honors College, and the School of Graduate Studies and Research Studies.

PERC
Decision #
9963-PSRA
8/27/08
10215-PSRA
10216-PSRA
10/23/08
10362
4/2/09
10748-PSRA
5/4/10
10967
8/3/12

Excluding:

Employees assigned to the Dean's office, supervisors, confidential employees, exempt employees, information technology employees, and all other employees of the employer.

12650-PSRA
12651-PECB
1/11/17
14007-PSRA
12/11/2024

BU 5

All nonsupervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW, including qualifying temporary employees as defined by WAC 357-04-045, Early Childhood Specialists employed by Central Washington University, excluding supervisors, confidential employees, clerical employees, and all other employees.

PERC
Decision #
12830
5/22/18
14008-PSRA
12/11/2024

BU 6

All nonsupervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW, including qualifying temporary employees as defined by WAC 357-04-045, employed by Central Washington University who perform office/clerical and technical work on the main campus in the Departments of Financial Aide, Alumni Relations, and Gear Up Program, excluding supervisors, confidential employees, and all other employees.

PERC
Decision #
10036- PSRA
4/9/08
12289-PSRA
3/5/15
14006-PSRA
12/11/2024

BU 7

All nonsupervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW, including qualifying temporary employees as defined by WAC 357-04-045, employed by Central Washington University in the job classification of Tour and Information Services Coordinator, Communications Consultant, Preservation and Museum Specialist and Broadcast Technician, excluding supervisors, confidential employees and all other employees.

PERC
Decision #
10769-PSRA
5/28/10
14005-PSRA
12/10/2024

BU 8

All nonsupervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW, including qualifying temporary employees as defined by WAC 357-04-045, employed by Central Washington University assigned to the Department of Institutional Research, excluding supervisors, confidential employees, and all other employees.

PERC
Decision #
10789-PSRA
6/18/10
14004-PSRA
12/10/2024

BU 9

All non-supervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW, including qualifying temporary employees as defined by WAC 357-04-045, employed by Central Washington University whose primary duty station is the Des Moines Campus and Lynnwood Campus of Central Washington University except TV/Video equipment operators, faculty, administrative exempt employees, confidential employees, supervisors, and all other employees of the employer.

PERC
Decision #
10828-PSRA
8/13/10
12593-PSRA
6/28/16
14003-PSRA
12/10/2024

BU F

All nonsupervisory classified employees covered by chapter 41.06 RCW and chapter 41.80 RCW, including qualifying temporary employees as defined by WAC 357-04-045, employed by Central Washington University who perform office/clerical and fiscal duties in the Departments of Continuing Education and High School Partnerships; excluding supervisors, confidential employees, and all other employees.

PERC
Decision #
14328 – PSRA
05/07/2026

The above unit descriptions may be altered by future PERC decisions.

The Parties, by their signatures below, accept and agree to the terms and conditions of the collective bargaining agreement. Executed this 27th day of May 2026.

PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON / SEIU LOCAL 1948
CENTRAL WASHINGTON UNIVERSITY
CHAPTER #411

CENTRAL WASHINGTON UNIVERSITY

BY: 
Raymond Wells (May 27, 2026 18:04:42 PDT)
Ray Wells, Chapter President

BY: 
Joey Bryant (May 29, 2026 16:46:20 PDT)
Joey Bryant,
Director, Employee Services

DATE: May 27, 2026

DATE: May 29, 2026

CWU MOU 20260522 (BU Update)

Final Audit Report

2026-05-29

Created:	2026-05-27
By:	Amy Harting (aharting@pseofwa.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAWS1VDR8WdQkSUOXuYVFUjmmmts9Mhhbwz

"CWU MOU 20260522 (BU Update)" History

-  Document created by Amy Harting (aharting@pseofwa.org)
2026-05-27 - 11:17:58 PM GMT
-  Document emailed to Joey Bryant (joseph.bryant@cwu.edu) for signature
2026-05-27 - 11:18:02 PM GMT
-  Document emailed to president.pse.cwu@gmail.com for signature
2026-05-27 - 11:18:02 PM GMT
-  Email viewed by president.pse.cwu@gmail.com
2026-05-28 - 1:03:03 AM GMT
-  Signer president.pse.cwu@gmail.com entered name at signing as Raymond Wells
2026-05-28 - 1:04:40 AM GMT
-  Document e-signed by Raymond Wells (president.pse.cwu@gmail.com)
Signature Date: 2026-05-28 - 1:04:42 AM GMT - Time Source: server - Signature Appearance Selected: DRAW
-  Email viewed by Joey Bryant (joseph.bryant@cwu.edu)
2026-05-29 - 11:44:47 PM GMT
-  Document e-signed by Joey Bryant (joseph.bryant@cwu.edu)
Signature Date: 2026-05-29 - 11:46:20 PM GMT - Time Source: server - Signature Appearance Selected: TYPE
-  Agreement completed.
2026-05-29 - 11:46:20 PM GMT