

Memorandum of Agreement
By and between Central Washington University
And
The Washington Federation of State Employees

Whereas Central Washington University (“CWU”) and Washington Federation of State Employees (“WFSE”) have a collective bargaining agreement in effect for the period of July 1, 2021 to June 30, 2023; and

Whereas the parties have agreed to modify that agreement as set forth herein effective July 1, 2022; and

Whereas the terms of the collective bargaining agreement shall, except for as modified herein, remain in full force and effect;

Therefore, the following agreement was reached:

Appendix B to the collective bargaining agreement shall be amended as follows:

APPENDIX B

ASSIGNMENT PAY AND SPECIAL PAY RANGES

Assignment Pay (AP) is a premium added to base salary and is intended to be used only as long as the skills, duties or circumstances it is based on are in effect. The “premium” is stated in ranges or a specific dollar amount. If stated in ranges, then number of ranges would be added to the base range of the class. The “reference number” indicates the specific conditions for which AP is to be paid. Base pay for the classification is assigned based on State of Washington Class Salary Range in effect 7/1/22.

Group A indicates those assigned duties granted AP which are not class specific as defined by the Washington Compensation Plan; Group B applies to special pay ranges cited in Ref #29.

Assignment Pay

GROUP A		
Assignment Pay	Premium	Reference#
Asbestos/ Lead Workers (Certified)	4 ranges	20
Asbestos and lead work with respirator and full suit (certified)	8 ranges	20
Dual Language Requirement	2 Ranges	18

Special Pay Ranges

State of WA Salary Range as of 7/1/2022	GROUP B				
	Class Code	Class Title	Location	Increase	Reference#
52G	608G	Electrician – High Voltage	Ellensburg	1-5 Ranges	29
55G	608I	Electrician Lead High Voltage	Ellensburg	1-5 Ranges	29
50G	608F	Electrician	Ellensburg	1-5 Ranges	29
53G	608H	Electrician Lead	Ellensburg	1-5 Ranges	29

REFERENCE #18: Employees in any position whose current, assigned job responsibilities include proficient use of written and oral English and proficiency in speaking and/or writing one (1) or more foreign languages, American Sign Language, or Braille, provided that proficiency or formal training in such additional language is not required in the specifications for the job class. Basic salary plus two (2) additional ranges.

REFERENCE #20: Base salary plus four (4) ranges for certified asbestos sampling and glove and bag work that does not require the employee to wear full-body protective clothing and pressurized respirator. Base salary plus eight (8) ranges for certified asbestos/lead work that requires employee to change into and wear full-body protective clothing and pressurized respirator.

REFERENCE #29: Base pay plus one (1) to five (5) ranges payable to employees in the Electrician-High Voltage, Electrician Lead-High Voltage, Electrician, Electrician lead classifications because of business need which may include but not limited to recruitment, retention, market conditions and impact to the operation of the university. In extraordinary circumstances, where more than ten percent (10%) is required, additional pay ranges will be added.

For Union	For CWU
<i>Thomas Wray</i>	<i>JoAnn Hundtoft</i>
Labor Advocate, WFSE	Director Employee Services and Talent Acquisition
Thomas Wray	JoAnn Hundtoft
Signed On: Sep 29, 2022	Signed On: 9/27/2022






MOU-WFSE Appendix B Effective 7.1.2022

Final Audit Report

2022-09-29

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