

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

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"). The parties agree to adjust the salary ranges assigned to the Plumber/Pipefitter/Steamfitter and Plumber/Pipefitter/Steamfitter Lead classifications as outlined below:

- Employees classified as Plumber/Pipefitter/Steamfitter with an active PL01 commercial plumber license will be assigned to salary grade 58G of the General Service Salary Schedule.
 - Employees classified as Plumber/Pipefitter/Steamfitter with an active PL02 residential plumber license will be assigned to salary grade 56G of the General Service Salary Schedule.
 - Employees classified as Plumber/Pipefitter/Steamfitter Lead without a PL01 or PL02 plumber license will be assigned to salary grade 56G of the General Service Salary Schedule.
 - Salary range adjustments for the current employees outlined above will become effective on the first day of the pay period after one of the vacant PL01 commercial licensed plumber positions is hired through the recruitment process.
1. The University has submitted to the Office of Financial Management a Special Pay request to adjust the salary ranges of the Plumber/Pipefitter/Steamfitter and Plumber/Pipefitter/Steamfitter Lead classifications based on recruitment issues. The Office of Financial Management is expected to confirm their decision on the request by September 2024. If the University has not filled either of its PL01 Plumber/Pipefitter/Steamfitter vacancies by the time the Office of Financial Management provides its decision, the salary range adjustments outlined above will become null and void.
 2. If item #1 occurs, then the parties will meet and bargain over the Special Pay implementation date of 7/1/25 authorized by the Office of Financial Management.

Agreed To:

For the Union:

T. Wray

Printed Name: Thomas Wray

Date: May 23, 2024

For the Employer:

Eric Galbraith

Printed Name: Eric Galbraith

Date: 5/23/24