

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

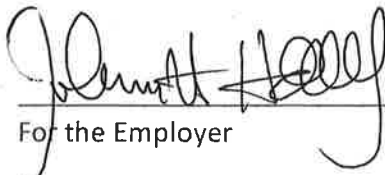
Central Washington University (Employer) and the Washington Federation of State Employees (WFSE), AFSCME Council 28, AFL-CIO (Union), agree to modify Article 38, Sections 38.1 and 38.5 of the 2017-2019 Collective Bargaining Agreement as follows:

38.1 Union Dues/Fees

- A. When an employee provides written authorization to the Employer, the union has the right to have deducted from the employee's salary, an amount equal to the fees or dues required to be a member of the Union. The Employer will provide payments for all said deductions to the Union at the Union's official headquarters each pay period. The Employer shall honor the terms and conditions of each employee's signed membership card.
- B. Forty-five (45) calendar days prior to any change in dues and/or fees, the Union will provide notice to Human Resources of the percentage and maximum dues and/or fees to be deducted from the employee's salary.

38.5 An Employee may cancel his or her payroll deduction of fees by written notice to the Employer and the Union. This cancellation will become effective on the first payroll after timely receipt of the notice.

The effective date of this MOU is the date it is signed by both parties to this agreement below.



For the Employer Date 12-8-17



For the Union Date 12/7/17