

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

The parties 2009-2011 collective bargaining agreement will be modified as follows:

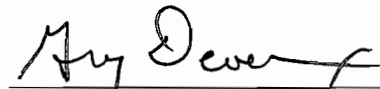
4.3 Internal Movement Within Agencies and to External Agencies – Permanent Employees

Prior to certifying candidates for vacancies in accordance with Subsection 4.1, an Appointing Authority may grant an administrative transfer, voluntary demotion or elevation within an agency or to a candidate from another agency as long as the permanent employee has the skills and abilities required to perform the duties of the position. Employees desiring a transfer, voluntary demotion or elevation will initiate a request in writing, and appointing authorities will consider these individuals for an opening. Candidates interviewed will be notified of the hiring decision. This subsection does not apply to those positions that have a required bid system established in accordance with Article 3.

This MOU is effective upon final signature of the parties.



Diane Leigh 10-14-09
Director Date
OFM Labor Relations Office



Greg Devereux 10/14/09
Executive Director Date
Washington Federation of State Employees