

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

**Department of Children, Youth, and Families Updates to the 2017-2019 Collective  
Bargaining Agreement**

The parties agree to the implementation of the following in order to adjust the language of the 2017-19 CBA to recognize the creation of the new state agency, the Department of Children, Youth, and Families, as established by ESSB 1661 during the 2017 Legislative Session. The below captures the agreements made to date, recognizing that discussions regarding the creation of the new agency and the associated transition work continue to occur and that additional MOUs or other agreements may follow before our DCYF transition bargaining concludes.

**Appendix A  
Placeholder**

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**APPENDIX B  
JOB CLASSES WITHIN AN AGENCY WITH INHERENT NEED FOR  
FLEXIBILITY, IN ACCORDANCE WITH ARTICLE 6.3 A.2**

- 6. Department of Children, Youth, and Families**  
Social Service Specialist 3  
Social and Health Program Consultant 1 and 2  
Social Service Training Specialist
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**APPENDIX C  
GRIEVANCE PROCEDURE**

The following agencies will bypass Step 1 of the grievance process as outlined in Article 29, Grievance Procedure:

Arts Commission  
Center for Childhood Deafness and Hearing Loss  
Consolidated Technology Services  
Criminal Justice Training Commission  
Department of Children, Youth, and Families

Department of Corrections  
 Department of Ecology  
 Department of Enterprise Services  
 Department of Fish & Wildlife  
 Department of Health  
 Department of Natural Resources  
 Department of Social and Health Services  
 Department of Transportation  
 Department of Veterans Affairs  
 Employment Security Department  
 Health Care Authority  
 Horse Racing Commission  
 Human Rights Commission  
 Office of Minority and Women's Business Enterprises  
 Parks and Recreation  
 Recreation & Conservation Office  
 School for the Blind  
 Services for the Blind  
 Utilities and Transportation Commission  
 Washington State Patrol  
 Workforce Training and Education Coordinating Board

**APPENDIX D  
LAYOFF UNITS**

**6. Department of Children, Youth, and Families**

The DCYF layoff units shall be as described below:

- A. County of the official duty station
- B. If no option is available within the county layoff unit, the unit expands to a specified county grouping layoff unit as defined in the table below. (Note: If your official duty station is in the county in Column A, your layoff unit at this step will include the county in Column A and the counties in Column B).

<u>Column A</u>	<u>Column B</u>
<u>Adams</u>	<u>Franklin, Grant, Lincoln, Whitman</u>
<u>Asotin</u>	<u>Garfield, Whitman, Walla Walla, Columbia</u>
<u>Benton</u>	<u>Franklin, Grant, Walla Walla, Yakima, Klickitat</u>
<u>Chelan</u>	<u>Kittitas, Grant, Douglas, Okanogan</u>

<u>Clallam</u>	<u>Jefferson, Kitsap</u>
<u>Clark</u>	<u>Cowlitz, Skamania</u>
<u>Columbia</u>	<u>Franklin, Garfield, Walla Walla, Whitman, Asotin</u>
<u>Cowlitz</u>	<u>Clark, Lewis, Pacific, Skamania, Thurston, Wahkiakum</u>
<u>Douglas</u>	<u>Chelan, Grant, Kittitas, Okanogan</u>
<u>Ferry</u>	<u>Lincoln, Okanogan, Stevens</u>
<u>Franklin</u>	<u>Adams, Benton, Grant, Walla Walla</u>
<u>Garfield</u>	<u>Asotin, Columbia, Whitman, Walla Walla</u>
<u>Grant</u>	<u>Adams, Benton, Chelan, Douglas, Franklin, Kittitas, Lincoln, Yakima</u>
<u>Grays Harbor</u>	<u>Lewis, Mason, Pacific, Thurston, Jefferson</u>
<u>Island</u>	<u>Jefferson, Skagit, Snohomish, Whatcom</u>
<u>Jefferson</u>	<u>Clallam, Island, Kitsap, Mason, Grays Harbor</u>
<u>King</u>	<u>Kitsap, Pierce, Snohomish</u>
<u>Kitsap</u>	<u>Clallam, Jefferson, King, Mason, Pierce, Thurston,</u>
<u>Kittitas</u>	<u>Chelan, Douglas, Grant, Yakima</u>
<u>Klickitat</u>	<u>Clark, Skamania, Yakima, Benton</u>
<u>Lewis</u>	<u>Cowlitz, Grays Harbor, Mason, Pacific, Pierce, Thurston, Wahkiakum</u>
<u>Lincoln</u>	<u>Adams, Ferry, Grant, Okanogan, Spokane, Stevens, Whitman</u>
<u>Mason</u>	<u>Grays Harbor, Jefferson, Kitsap, Lewis, Pierce, Thurston</u>
<u>Okanogan</u>	<u>Chelan, Douglas, Ferry, Lincoln</u>
<u>Pacific</u>	<u>Cowlitz, Grays Harbor, Lewis, Wahkiakum</u>
<u>Pend Oreille</u>	<u>Spokane, Stevens</u>
<u>Pierce</u>	<u>King, Kitsap, Lewis, Mason, Thurston</u>

<u>San Juan</u>	<u>Clallam, Island, Skagit, Whatcom</u>
<u>Skagit</u>	<u>Island, Snohomish, Whatcom</u>
<u>Skamania</u>	<u>Clark, Cowlitz, Lewis, Klickitat</u>
<u>Snohomish</u>	<u>Island, King, Skagit, Whatcom</u>
<u>Spokane</u>	<u>Lincoln, Pend Oreille, Stevens, Whitman</u>
<u>Stevens</u>	<u>Ferry, Lincoln, Pend Oreille, Spokane</u>
<u>Thurston</u>	<u>Cowlitz, Grays Harbor, Lewis, Mason, Pierce</u>
<u>Wahkiakum</u>	<u>Cowlitz, Lewis, Pacific</u>
<u>Walla Walla</u>	<u>Benton, Columbia, Franklin, Whitman, Asotin, Garfield</u>
<u>Whatcom</u>	<u>Island, Skagit, Snohomish</u>
<u>Whitman</u>	<u>Adams, Asotin, Columbia, Franklin, Garfield, Lincoln, Spokane, Walla Walla</u>
<u>Yakima</u>	<u>Benton, Kittitas, Klickitat, Grant</u>

- C. If no option is available within the specified county grouping layoff unit as defined above, then the unit expands to a regional layoff unit. The regional layoff unit is determined by the county of the employee's official duty station. For example, if the employee's official duty station is in Pierce County, the regional layoff unit is Region 5.
- D. If no option is available within the Regional Layoff unit above, the department statewide will be considered the layoff unit.

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## ARTICLE 37 UNION-MANAGEMENT COMMUNICATION COMMITTEES

### 37.2 Committees

- B. Agency-wide, Administration/Division Level (Department of Social and Health Services and Department of Children, Youth, and Families only), Regional and Headquarters Level (Department of Ecology only) and/or Local Level Union-Management Communication Committees

2. Administration/Division level committees within the Department of Social and Health Services will be established within the Children's Administration, Community Services Division, Child Support, Disability Determination Services, Developmental Disabilities Administration, Behavioral Health Administration, and Rehabilitation Administration and will consist of up to six (6) employer representatives and up to six (6) employee representatives. The Department of Children, Youth, and Families will have a division level committee within Operations and Infrastructure. The Operations and Infrastructure division level committee will consist of up to six (6) employer representatives and up to six (6) employee representatives. Additional paid staff of the Union and the Employer may also attend. The Employer and Union will be responsible for the selection of their own representatives. If agreed to by the parties, additional representatives may be added. Committee meetings will be conducted up to two (2) times per year, unless agreed otherwise, except for the DCYF Operations and Infrastructure Division which will conduct meetings up to four (4) times per year, unless agreed otherwise.
  
5. In the Department of Social and Health Services, local level committees in the Division of Developmental Disabilities regional offices, Community Services Division, and Home and Community Services Division, and Children's Administration will consist of up to ten (10) employer representatives and up to ten (10) employee representatives. (...)

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## APPENDIX E

### LOCAL LEVEL UNION-MANAGEMENT COMMUNICATION COMMITTEES

#### 5. Department of Children, Youth, and Families

One for each region with an Appointing Authority.

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## APPENDIX P

### ASSIGNMENT PAY

REFERENCE #1: Within the Department of Social and Health Services for the supervision, training, and counseling mentoring of individuals with intellectual disabilities, or individuals with symptoms and behaviors related to significant mental illness; or in the Department of Children, Youth, and Families or DSHS for the supervision, training, and

mentoring of Juvenile Rehabilitation (JR) institution Residents or Department of Corrections offenders residing in JR facilities. Basic salary range plus two (2) ranges. (Eff. 7/69; Rev. 7/78, 12/78, 10/79, 4/98, 1/02, 7/19)

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**APPENDIX S**  
**JOB CLASSIFICATIONS – TWELVE MONTH PROBATIONARY PERIOD**

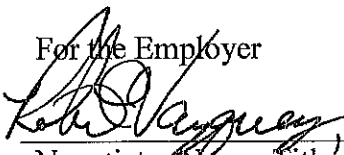
**3. Department of Children, Youth, and Families**

Social Service Specialist 1, 2, 3 and 4

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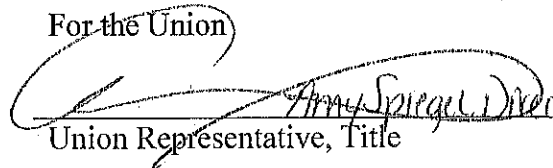
**June 11, 2018**

For the Employer

  
Negotiator Name, Title

*Labor*  
Negotiator

For the Union

  
Union Representative, Title

*Amy Spiegel* Director of Negotiation