

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES
AFSCME COUNCIL 28 AFLCIO**

COVID-19 – Grievances and Demands to Bargain

General Government Grievances

Effective April 20, 2020, existing grievance timeframes, at all levels (whether at the agency or OFM level) will be suspended until May 31, 2020. On June 1, 2020, grievance timeframes will resume at day one (1) at their current level.

In the event an agency or the Union determines there is an emergent grievance that must continue moving through the grievance process, the Union or the Agency may request an exception from either party. Exceptions will be decided at the WFSE Executive Director level and the OFM/SHR Labor Relations Section Chief level.

Day one (1) for new grievances that have not yet been filed will begin on June 1, 2020.

General Government Demands to Bargain

All existing non-emergency demands to bargain are suspended through May 31, 2020. Demands to bargain that the employer determines are time-sensitive or matters impacting health and safety will be handled in accordance with the terms and conditions set forth in the collective bargaining agreement.

This agreement will remain in effect until June 1, 2020 unless the parties agree to extend it.

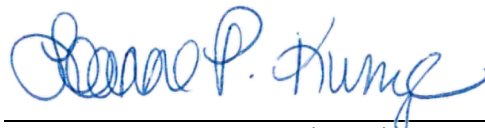
Dated April 23, 2020

For the Employer



Scott Lyders, Labor Negotiator
OFM/SHR Labor Relations Section

For the Union



Leanne Kunze, Executive Director
WFSE/AFSCME Council 28