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MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON,
HIGHER EDUCATION COMMUNITY COLLEGE COALITION
AND
WASHINGTON PUBLIC EMPLOYEES ASSOCIATION
Implementing Recognition and Retention Lump Sum Payment

This Memorandum of Understanding (MOU) by and between Washington State (Employer), the Higher Education Community College Coalition, the Washington State Office of Financial Management, State Human Resources, Labor Relations Section, and the Washington Public Employees Association (WPEA) is entered into for the purposes of implementing a recognition lump sum payment.

- A. In recognition of the service state employees have provided the citizens of Washington throughout the COVID-19 pandemic and the need to retain critical state employees in all higher education institutions; a one-time bonus will be provided. Effective July 1, 2023, bargaining unit employees will be eligible to receive a one-time lump sum payment of one thousand dollars (\$1,000.00) if they meet the following conditions:
 - 1. Was hired on or before July 1, 2022 and still employed on July 1, 2023 and did not experience a break in service. Employees who meet the definition of career seasonal are not considered to have a break in service.
- B. The lump sum bonus will be reflected within the employee’s paycheck subject to all required state and federal withholdings and will be paid no earlier than July 25, 2023. The one-time bonus will not be subject to union dues or other union fees.

- 1 C. Bargaining unit employees will only receive one lump sum payment regardless,
- 2 of whether they occupy more than one position within State government or
- 3 higher education.

- 4 a. Employees that hold more than one position within State government or
- 5 higher education; the position for which they work the majority of their
- 6 hours will be responsible for processing the lump sum payment.

- 7 b. Payment eligibility is based on employee’s position on July 1, 2023.

- 8 D. The amount of the lump sum payment for part-time and on call employees will
- 9 be proportionate to the number of hours the part-time employee was in pay
- 10 status during fiscal year 2023 in proportion to that required for full-time
- 11 employment.
- 12 a. For employees who hold more than one part-time and/or on call position,
- 13 the number of hours will be cumulative from all positions. The lump sum
- 14 payment will not exceed one thousand dollars (\$1,000.00).

The provisions contained in this MOU become effective on July 1, 2023. This MOU shall expire on July 30, 2023.

TENTATIVE AGREEMENT REACHED

For the Employer:

For the Union:



9/21/2022

September 21, 2022

Gina L. Comeau, OFM
OFM/SHR Labor Negotiator

Date

Amanda Hacker
Contract Administration
Director, WPEA Higher
Education

Date