Eastern Washington University (EWU) and Washington Federation of State Employees (WFSE)
Tentative Agreement Summary


Article 3: Creates new language compelling parties to meet when possible within 21 days of the Union Demand to Bargain request. An agenda will be developed prior to the meeting in which WFSE will provide impacts and issues identified.

Article 10: Updates contract language to reflect that American’s with Disabilities Act accommodation requests are filed with Affirmative Action Officer.

Article 11: Creates a new article regarding uniforms for customer service positions, and those who work in student housing or dining facilities. Employee input on style will be considered. Full time employees will receive 5 shirts, part time employees will receive a prorated number. All laundering is to be done by the employee.

Article 15: Creates new language stating that employees may request that evaluations older than 7 years be removed from their personnel file. Requests for removal can only be made within 2 weeks of their anniversary date or at the time of evaluation.

Article 19: Provides Cost of Living increases of 1% for each year effective July 1, 2013 and July 1, 2014. All classified salary ranges and steps will be updated accordingly.

Adds a Step M to the classified salary schedule. Effective July 1, 2013, EWU will implement a new Step M on the salary schedule applicable to employees; provided it is added to the salary schedule applicable to WFSE-represented employees of general government on that date. Employees who have been at Step L for six (6) consecutive years or more will progress to Step M.

Expands stand-by pay for Office of Information Technology employees to 7 days per week and the pay amount will be increased from $2 to $3 per hour.
Article 20: Creates language to allow police officers to work an alternate schedule known as a 7(k), a 28 day work cycle with a total of 171 hours. The notice for temporary schedule change for those working a 7(k) schedule decreased from 7 days to 2 days.

In exceptional circumstances employees may request supervisors’ approval to use their meal period to arrive late or leave early.

Article 30: Modifies language for the Sick Leave verification process to 6 months in length unless attendance issues are continuing. Written notice will be provided for employees required to provide verification.

Article 31: Updates Shared Leave language to reflect change in the law increasing number of days an employee can receive from 261 to 522.

Article 34: Creates a list serve employees can subscribe to for notice of open recruitments.

Article 38: Creates separate layoff list. Regular and Cyclic employees will have a layoff list and Project employees will have a separate layoff list. EWU will furnish WFSE with a copy of the layoff lists annually or as requested. Allows for offer of reemployment to be made via email by employee request.

Regular and Cyclic and Project employees who are scheduled for layoff, have been laid off, or have accepted another appointment in lieu of layoff will be placed on the appropriate layoff list for regular and cyclic or project positions for the class(es) in which they have held permanent status and all lower classifications in these class series.

Article 41: Modifies language to allow more flexibility in numbers of members from each bargaining unit with a minimum of one from each unit. Names of employees requesting release time will be provided before each session.

Article 42: Creates a new article reinstating the Union/Management Communication Committee (UMCC). The committee will meet quarterly and discuss issues; the committee will not negotiate or modify provisions of the CBA.
Article 43: Creates language specifying the printing of 750 copies of the CBA for WFSE. WFSE will distribute the copies to current employees. The agreement will also be posted on the University website.

Memorandum of Understanding (MOU)

UMCC MOU The parties agreed to activate the UMCC on October 1, 2012 to discuss custodial footwear.

7(k) MOU The parties agreed to a 6-month trial for the 7(k) schedule which will begin October 1, 2012. Shifts will be selected based on seniority, EWU retains the ability to modify the schedule, move an officer to a different shift based on operational needs, or return to a 40 hour week at any time.

FMLA MOU The parties agreed to minor modifications of the FMLA policy. WFSE acknowledges the employer is allowed to designate leave with or without an employee leave request if supported by documentation.