

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
EASTERN WASHINGTON UNIVERSITY  
AND  
WASHINGTON FEDERATION OF STATE EMPLOYEES  
BARGAINING UNITS 1 & 2**

THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT BETWEEN EASTERN WASHINGTON UNIVERSITY (HEREINAFTER “UNIVERSITY” OR “EWU”) AND THE WASHINGTON FEDERATION OF STATE EMPLOYEES (HEREINAFTER “WFSE” OR “UNION”) BARGAINING UNITS 1 & 2, JOINTLY REFERED TO AS “PARTIES.” THIS AGREEMENT IS ENTERED INTO PURSUANT TO ARTICLE XIX, SECTION 19.1.3 OF THE CURRENT COLLECTIVE BARGAINING AGREEMENT (2021-2023) BETWEEN EWU AND WFSE BARGAINING UNITS 1 & 2.

The parties agree as follows:

The University agrees, effective upon execution of this Agreement, to provide a Recruitment/Retention payment to WFSE represented employees, pursuant to the following criteria:

1. All permanent, non-probationary WFSE represented employees, hired prior to the execution of this Agreement, earning salaries less than forty thousand dollars (\$40,000) annually, as of October 1, 2021, shall receive a one-time lump-sum payment of four hundred dollars (\$400) during the December 10, 2021 pay period.
2. All permanent, non-probationary WFSE represented employees, hired prior to the execution of this Agreement, earning salaries more than forty thousand (\$40,000) annually, but less than eighty thousand (\$80,000) annually, as of October 1, 2021, shall receive a one-time lump-sum payment of one hundred dollars (\$100) during the December 10, 2021 pay period.
3. All probationary WFSE represented employees, hired prior to the execution of the Agreement, earning salaries less than forty thousand dollars (\$40,000) annually, as of October 1, 2021, shall receive a one-time lump-sum payment of four hundred dollars (\$400) following completion of eight (8) months of employment at the University.
4. All probationary WFSE represented employees, hired prior to the execution of this Agreement, earning salaries more than forty thousand (\$40,000) annually, but less than eighty thousand (\$80,000) annually, as of October 1, 2021, shall receive a one-time lump-sum payment of one hundred dollars (\$100) following completion of eight (8) months of employment at the University.
5. All new WFSE represented employees hired following the execution of this agreement, but prior to December 31, 2021, who earn salaries less than forty thousand dollars (\$40,000) annually, as of the date of hire, shall receive a one-time lump-sum payment of four hundred dollars (\$400) following completion of eight (8) months of employment at the University.
6. All new WFSE represented employees hired following the execution of this agreement, but prior to December 31, 2021, who earn salaries of more than forty thousand (\$40,000) annually, but less than eighty thousand (\$80,000) annually, as of the date of hire, shall receive a one-time lump-sum payment of one hundred dollars (\$100) following completion of eight (8) months of employment at the University.

7. Article 19.2 of the current Collective Bargaining Agreement shall be amended to read as follows:

19.2 Effective July 1, 2022, current employees who are compensated at less than \$18 per hour will be advanced within their current range to the step in the range that is closest to \$18 per hour. If the range maximum is less than \$18, the employee will be advanced to the top of the range. Probationary employees will be placed two (2) steps below the salary range steps listed above and will move to these posted range/steps upon successful completion of probation.

This Agreement is based on current need and is not precedent setting in nature. No other provisions of the current Collective Bargaining Agreement shall be altered by this Agreement. This Agreement shall take effect as of the date it is fully executed by the parties, and shall be attached to the current Collective Bargaining Agreement.

EASTERN WASHINGTON UNIVERSITY

WASHINGTON FEDERATION OF STATE  
EMPLOYEES

BY: Spencer Ross  
Spencer Ross, Labor Relations Manager

BY: James Dannen  
James Dannen, Labor Advocate

DATE: 10/25/2021

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