MEMORANDUM OF UNDERSTANDING (MOU)

BETWEEN EASTERN WASHINGTON UNIVERSITY (EWU) AND
PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU 1948 (PSE)
REPRESENTED ADMINISTRATIVE EXEMPT EMPLOYEES

THE PURPOSE OF THIS MEMORANDUM OF UNDERSTANDING IS TO SET FORTH THE
FOLLOWING AGREEMENT BETWEEN THE PUBLIC SCHOOL EMPLOYEES OF
WASHINGTON / SEIU LOCAL 1948, EWU CHAPTER (REPRESENTED ADMINISTRATIVE
EMPLOYEES) AND EASTERN WASHINGTON UNIVERSITY (EWU). THIS AGREEMENT IS
ENTERED INTO PURSUANT TO ARTICLE XXXIX, SECTION 39.2 OF THE CURRENT
COLLECTIVE BARGAINING AGREEMENT (CBA).

Recitals

On November 19, 2020, an MOU was executed between the parties which allowed the University to
utilize a combination of temporary (voluntary and mandatory) furloughs and layoffs of PSE represented
employees to address its budgetary shortfall. As authorized by the MOU, the University issued
notification on November 20, 2020, of its intent to institute a mandatory temporary furlough for all PSE
represented employees who worked more than half-time and whose salaries, as of September 1, 2020,
were more than $40,000 per year. It was announced that the mandatory temporary furlough would be
twelve (12) months in duration, from December 1, 2020, through November 30, 2021, and each
employee would be expected to use the equivalent of one (1) day of furlough time per month worked
during the term of the MOU. Employees were notified of the University’s expectation that they work
with their supervisors to coordinate their furlough schedules for this period.

On November 12, 2021, the University performed an audit on the amount of furlough time each PSE
represented employee had used, and how much mandatory furlough time remained for each furlough-
eligible individual. The analysis found that, as of October 31, 2021, a number of individuals had large
balances of unused furlough time. As such, the parties met on November 16, 2021, to discuss the issue
of remaining furlough balances, and agreed to the following:

Agreement

1. The deadline for each furlough-eligible PSE represented employee to complete their required
   furlough time under the November 19, 2020, MOU shall be extended by thirty (30) calendar
days, to 5:00pm Thursday, December 30, 2021.

2. Furlough-eligible PSE represented employees will not be expected to complete an additional
   furlough day for the period of December 1-30, 2021.

3. Employees with outstanding furlough balances shall confirm with their supervisor by Monday,
   November 29, 2021, their plan to use their remaining furlough time balance no later than
   December 30, 2021.

4. No additional extensions of the mandatory temporary furlough deadline shall be offered or
   agreed upon by the parties.

MOU – Mandatory Furlough Deadline - Extension
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5. Furlough-eligible employees who fail or refuse to complete their required furlough time by end-of-shift on December 30, 2021 may be subject to constructive or disciplinary action, up to and including termination.

6. The parties agree that this MOU, which extends the deadline for completion of the mandatory temporary furlough, does not extend the sunset date of the MOU executed on November 19, 2020.

7. This MOU shall be effective upon execution and shall be attached to the current CBA.

PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948 EASTERN WASHINGTON UNIVERSITY (EWU) CHAPTER

Joscie Brown, PSE of EWU President

Spenser Ross, EWU Labor Relations Manager

Date: 11/23/2021

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