

LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING AGREEMENT BETWEEN WASHINGTON FEDERATION OF STATE EMPLOYEES AND CENTRAL WASHINGTON UNIVERSITY.

The parties agree to the following:

1. To amend Article 11, Section 4. to read as follows:

11.4 Vacation Leave Accrual Rate Schedule

Full-time employees covered by this Agreement and eligible for vacation leave will accrue vacation leave, to be credited monthly as follows:

Full Years of Service	Hours Per Year
During the first and second years of current continuous employment	One hundred twelve (112)
During the third year of current continuous employment	One hundred twenty (120)
During the fourth year of current continuous employment	One hundred twenty-eight (128)
During the fifth and sixth years of total employment	One hundred thirty-six (136)
During the seventh, eighth and ninth years of total employment	One hundred forty-four (144)
During the tenth, eleventh, twelfth, thirteenth, and fourteenth years of total employment	One hundred sixty (160)
During the fifteenth, sixteenth, seventeenth, eighteenth, and nineteenth years of total employment	One hundred seventy-six (176)
During the twentieth, twenty-first, twenty-second, twenty-third, and twenty fourth years of total employment	One hundred ninety-two (192)
During the twenty-fifth year of total employment and thereafter	Two hundred (200)

2. To amend Article 9.6 C New Employee Orientation to remove Holidays that were incorrectly listed.
3. To amend Article 10.1 A Holidays to add the listed paid Holidays:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	Third Monday in January
President's Day	Third Monday in February

Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
The Day immediately after Thanksgiving	Fourth Friday in November
Christmas Day	December 25
Personal Holiday	

4. To amend Article 11.2 Vacation Leave Credits to read as follows:

11.2 Vacation Leave Credits


Employees will be credited with vacation leave they accrued monthly, according to the rate schedule and vacation leave accrual below.

11.12 Separation

Any employee, who has been employed for at least six (6) continuous months, who either resigns with adequate notice or retires, is laid off or is terminated by the Employer, will be entitled to be paid for vacation leave credits. In addition, the estate of a deceased employee will be entitled to payment for vacation leave credits.

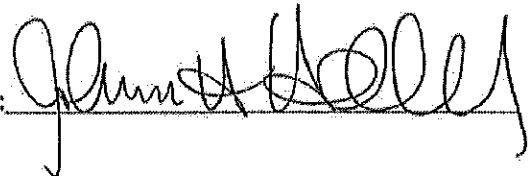
This Letter of Agreement shall become effective July 1, 2017 and shall be attached to the current 2017-2019 Collective Bargaining Agreement.

WASHINGTON FEDERATION
OF STATE EMPLOYEES

By: 

Date: 2/16/18

CENTRAL WASHINGTON UNIVERSITY

By: 

Date: 2-2-2018