

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
THE EVERGREEN STATE COLLEGE (EVERGREEN)
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE)
STUDENT SUPPORT SERVICES STAFF UNION

NEW EMPLOYEE ORIENTATION DURING COVID-19 IMPACTS

During the COVID-19 response, many employees are working from home in extended telework arrangements. This has impacted the WFSE's ability to access new employees as per RCW 41.56.037 and in accordance with Article 8.7, New Employee Orientation and Access to Employees. This MOU is intended to address those impacts during the COVID-19 response.

The Parties agree, in accordance with Article 8.7, New Employee Orientation:

- Evergreen currently provides new employee orientation on-line via the college's "*New Employee Onboarding Guide*" website - <https://www.evergreen.edu/humanresources/new-employee> .
- Represented employees may use thirty (30) minutes of paid release time to attend a union orientation meeting to receive information about the WFSE and the applicable union contract via a secure Zoom web link.
- The WFSE will contact employees to provide information regarding the union orientation meeting. WFSE will continue to be copied on all new employee letters.
- The union orientation meeting will be presented by the WFSE on the previously agreed to date(s) and time listed on the college's "*New Employee Onboarding Guide*" website.
- Consistent with RCW 41.56.037, no employee will be required to attend the union orientation meeting.

This MOU will remain in effect through June 30, 2022, unless changed by mutual agreement of the Parties.

For WFSE:

_____/s/_____/ 12/8/21
Ariane Takano
WFSE Labor Advocate

For Evergreen:

 12/8/2021

Laurel R. Uznanski
AVP for Human Resource Services