

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE EVERGREEN STATE COLLEGE**  
**AND**  
**THE WASHINGTON FEDERATION OF STATE EMPLOYEES, COUNCIL 28**  
**STUDENT SUPPORT SERVICES STAFF UNION (SSSSU)**

**Sick Leave Use**

Due to the passage of Engrossed Substitute House Bill 1875 amending RCW 49.46.210, which expands the purposes for which an employee may use sick leave, the parties agree to modify Article 14, Section 14.2 – Sick Leave Use by adding a new subsection as follows:

- J. To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.

By adding the above-referenced new subsection to Article 14, Section 14.2, the parties also agree to modify Article 14, Section 14.3 – Use of Vacation Leave or Personal Holiday for Sick Leave Purposes as follows:

The College may allow an employee who has used all of their sick leave to use vacation leave or all of a personal holiday for sick leave purposes as provided in Subsection 14.2 A. – J.

**This MOU shall be effective July 27, 2025 through June 30, 2027.**

**Dated:**

*An electronic signature to this Agreement shall be given effect as if it were an original signature.*

For the Employer



Laurel R. Uznanski, Lead Negotiator

The Evergreen State College

For the Union

Becky K. Stephens /s/

Becky Stephens, Lead Negotiator

WFSE/AFSCME Council 28