

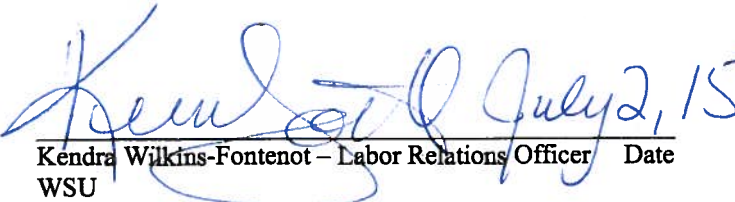
Memorandum of Understanding (MOU)

Between

Washington State University (WSU) and the Public School Employees of Washington (PSE) and
Relating to the 2015 – 2017 Collective Bargaining Agreement

The purpose of this MOU is to clarify and resolve any and all matters relating to any outstanding issues concerning the parties 2015-2017 Collective Bargaining Agreement (Agreement) and the application of the Agreement to Bargaining Unit (BU) 18.

1. The parties recognize that on October 10, 2014, per Public Employment Relations Commission case 26522-E-14-3875, Decision 12143-A-PSRA, PSE was certified as the exclusive representative of all full-time and regular part-time non-supervisory employees in the Facilities Operations, Custodial Services Unit, at the Pullman campus of Washington State University, excluding supervisors, confidential employees and all other employees. This group of employees is identified as BU 18.
2. The parties recognize that the compensation adjustments identified in the tentative agreement at the time of the September 30, 2014 OFM submission, were for those employee groups identified in the request and for which the parties were not precluded from bargaining for, per Washington Administrative Code (WAC) 391-25-140. The parties further recognize that per Article 44.15- Funding. "...All economic items (wages and benefits) must be funded by the State prior to those terms and conditions being implemented."
3. Once Decision 12143-A-PSRA was communicated and the question of representation determination was made, on December 23, 2014, WSU submitted a request for funding to OFM in accordance with Article 44.10 of the 2013-2015 Agreement between the parties.
4. While WSU has yet to receive official notice from OFM regarding the status of the December 23, 2014 OFM request, WSU has determined the appropriations for compensation adjustments for non-represented classified staff in the 2015-2017 State of Washington Operating Budget, include the employees in question. As such, WSU will apply the provisions of the WSU/PSE 2015-2017 Agreement, including economic terms, to BU 18 effective July 1, 2015.
5. The parties recognize, this MOU is only applicable to BU 18 during the 2015-2017 Agreement period and is being entered into as both of the following conditions have been met.
 - a. At the time of the September 30, 2014 OFM budgetary request submission, a question of representation was pending for the group of employees now identified as BU 18, and as such they were per WAC 391-25-140, under laboratory conditions status with regards to collective bargaining, and WSU and the PSE were specifically precluded from bargaining on their behalf.
 - b. Funding has been identified as outlined in section 4 above.
6. WSU will pursue the supplemental OFM request for BU 18, for a finding of financial feasibility and, if such a finding is made, for approval and funding by the Governor and Legislature when necessary.
7. WSU will post a copy of this MOU on the Human Resource Services- Labor Relations website with the Agreement.


Kendra Wilkins-Fontenot – Labor Relations Officer Date
WSU


Paula Jewell – Chapter President Date
PSE