

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
WESTERN WASHINGTON UNIVERSITY  
AND  
WASHINGTON FEDERATION OF STATE EMPLOYEES**

Western Washington University (the “Employer”) and the Washington Federation of State Employees (the “Union”) have reached this Memorandum of Understanding to correct an error in the parties’ 2019-2021 collective bargaining agreement (the “CBA”).

**I. RECITALS**

During negotiations for the CBA, the parties exchanged and discussed proposals for changes to the CBA’s Compensation article. Neither party proposed to change language in the article that addresses the salary increase received by an employee who receives a promotion. Despite this fact, the CBA includes a provision regarding promotional salary increases that differs from the provision included in the 2017-2019 collective bargaining agreement in a way less favorable to employees.

The erroneous language was not discovered until the CBA took effect and the University promoted a bargaining unit employee. When the University noticed the error and determined that applying the erroneous language would result in the employee receiving a smaller promotional increase, it notified the Union and managed the promotion according to the terms of the 2017-2019 agreement. The parties now wish to correct the CBA.

**II. AGREEMENT**

Now, therefore, the parties agree as follows:

1. Section 43.8 was erroneously recorded when the CBA was prepared. The correct provision, which the parties agree applies to all promotions that occur during the 2019-2021 contract term, is as follows:

**43.8 Salary Assignment Upon Promotion**

- A. Employees promoted to a position in a class whose range is less than six (6) ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step.
- B. Employees promoted to a position in a class whose range is six (6) or more ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to ten percent (10%) higher than the amount of the pre-promotional step

2. The language described in Paragraph 1 above will be included in the successor to the CBA, which takes effect July 1, 2021.

3. This Memorandum will expire on July 1, 2021, and will have no further effect as of that date.

Dated this 21 day of Oct, 2020.

For the Employer

*Cheryl Wolfe-Dee*

AVP for Human Resources

For the Union

*TWR*

Labor Advocate, Washington Federation of State Employees