

Memorandum of Understanding  
Between  
The Evergreen State College  
And the  
Washington Federation of State Employees,  
Classified Employees

The Evergreen State College (employer) and the Washington Federation of State Employees (WFSE), AFSCME Council 28, AFL-CIO (Union), Classified Employees, agree to modify Article 41, Sections 41.4 and 41.5 of the 2017-2019 Collective Bargaining Agreement as follows:

**41.1 Union Dues/Fees**

- A. When an employee provides written authorization to the Employer, the Union has the right to have deducted from the employee's salary, an amount equal to the fees or dues required to be a member of the Union.

The Employer will provide payments for all said deductions to the Union at the Union's official headquarters each pay period.

- B. Forty-five (45) calendar days prior to any change in dues and/or fees, the Union will provide notice to the Employer of the percentage and maximum dues and/or fees to be deducted from the employee's salary.

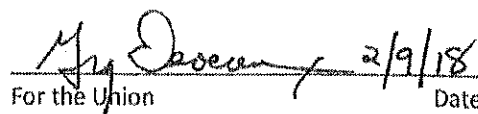
- 41.4** The Employer agrees to deduct the membership dues, agency shop fee, non-association fee or representation fee from the salary of employees who request such deduction in writing within thirty (30) days of the receipt of a properly completed request submitted to the appropriate payroll office. Such request will be made on a Union payroll deduction authorization card. The Employer will honor the terms and conditions of each employee's signed membership card.

**41.5 Dues/Fees Cancellation**

An employee may cancel his or her payroll deduction of dues/fees by written notice to the Employer and the Union. Every effort will be made to make the cancellation effective on the first payroll, and not later than the second payroll, after timely receipt of the notice. However, the cancellation may cause the employee to be terminated, subject to Section 41.3.

The effective date of this MOU is the date it is signed by both parties to this agreement, below.

  
For the Employer                      Date      2/9/18

  
For the Union                      Date      2/9/18