

**Memorandum of Understanding
Between
University of Washington
And the
Washington Federation of State Employees**

The University of Washington and the Washington Federation of State Employees, AFSCME Council 28, agree to modify Article 56, Section 56.1 of the 2017-19 Collective Bargaining Agreement as follows:

56.1 Union Membership and Fair Share Fee.

The Union shall fairly represent all employees covered by this agreement.

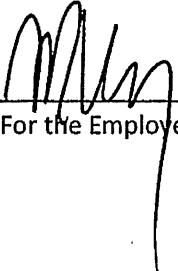
Therefore, as a condition of employment, employees who are covered under this Agreement shall, within thirty (30) days of employment, or within thirty (30) days of the effective date of this Agreement (whichever is later) either execute a union membership and payroll deduction form or a fair share payroll deduction form and shall have the appropriate fee deducted from their payroll checks. The Employer will honor the terms and conditions of each employee's signed membership card upon UW's receipt of the signed card.

The Employer shall notify each employee hired into a bargaining unit position of the union shop requirement through job postings, new employee orientation, or appointment letter within thirty (30) days of hire and shall provide employee hired into the bargaining unit with a membership application with their employment materials.

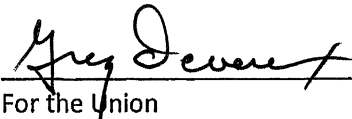
Employees who are determined by the Public Employment Relations Commission (PERC) to satisfy the religious exemption requirements of RCW 41.80.100 shall make payment to the Union equivalent to regular union dues and initiation fees for purposes within the program of the Union as designated by the employee that would be in harmony with his or her conscience.

Failure by an employee to abide by the aforementioned provision of this article shall constitute cause for discharge of such employee; however, the Employer has no duty to act until the Union makes an appropriate written request for discharge to the Labor Relations Office and verifies (by forwarding a copy of the written notification to the Employer) that the employee received written notification from the Union of the delinquency, including the amount owing, method of calculation, if appropriate, and that non-payment will result in discharge by the University.

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



For the Employer Date 11/2/17



For the Union Date 11/2/17