

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WASHINGTON PUBLIC EMPLOYEES ASSOCIATION**

**Article 20, Wildfire Suppression and Other Emergency Duties – Department of
Natural Resources**

20.8 Regular Days Off or Rest and Recuperation Days Miscellaneous Leave

A. ~~If the length of the wildfire suppression or other emergency duty deployment, regardless of duty station location(s), is:~~

~~• At least ten (10) but less than fourteen (14) consecutive days, employees will receive one (1) calendar day off; or~~

~~• At least fourteen (14) but less than twenty-one (21) consecutive days, employees will receive two (2) consecutive calendar days off; or~~

~~• Twenty-one (21) or more consecutive days, employees will receive three (3) consecutive calendar days off.~~

~~If a day(s) fall on their regularly scheduled workday(s), the employee will be compensated for their regularly scheduled work shift(s) as paid rest and recuperation miscellaneous leave. If a day(s) falls on the employee's regularly scheduled day(s) off, the employee will not receive paid rest and recuperation miscellaneous leave.~~

A. If the length of the wildfire suppression or other emergency duty deployment, regardless of duty station location(s), is:

1. At least ten (10) but less than fourteen (14) consecutive days, employees will receive one (1) calendar day off; if the day falls on a

regularly scheduled workday, the employee will be compensated for their regularly scheduled work shift as paid rest and recuperation miscellaneous leave (work per Subsection 7.1 C); and if the day falls on a regularly scheduled day off, the employee will be compensated as paid rest and recuperation miscellaneous leave (not work per Subsection 7.1 D); or

2. At least fourteen (14) consecutive days, employees will receive three (3) consecutive calendar days off; if a day(s) falls on a regularly scheduled workday(s), the employee will be compensated for their regularly scheduled work shift(s) as paid rest and recuperation miscellaneous leave (work per Subsection 7.1 C); and if a day(s) falls on a regularly scheduled day off, the employee will be compensated as paid rest and recuperation miscellaneous leave for one (1) day only (not work per Subsection 7.1 D); and any additional day(s) that falls on a regularly scheduled day off, the employee will not receive paid rest and recuperation miscellaneous leave for that day(s).

This MOU will expire on June 30, 2027.

TENTATIVE AGREEMENT REACHED

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

For the Employer

For the Union

Date

Date

Tanya Aho, Labor Relations Manager
OFM/SHR Labor Relations & Compensation
Policy Section

Steve Sloniker, Contract Administrator
WPEA