

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WASHINGTON PUBLIC EMPLOYEES ASSOCIATION -HIGHER EDUCATION
(WPEA -HE)**

Higher Education Classification Specific Focus Group

During successor bargaining for the 2025-2027 WPEA HE collective bargaining agreement, the WPEA raised concerns about salary placement within the classifications of the Fiscal Analyst series and the Program Specialist series. To gather more information to inform any adjustments to these class series' the employer and the union agree to convene a one-time focus group for the union to identify with specificity their concerns, present data and share recommendations that address their concerns regarding the two series listed above. The union will provide informal written recommendations for consideration and submit to OFM, State HR Classification & Compensation, no later than August 15, 2025.

Both the Employer and the Union recognize that to ensure productivity by the focus group, adequate preparation in advance of the meeting is needed. Therefore, the WPEA Contract Administration Director and the OFM Labor Negotiator for the WPEA HE CBA shall meet within sixty days after the ratification of this agreement to discuss the following logistical items for the focus group meeting: 1) establishing the date/time of the focus group meeting; 2) the agenda for the meeting; and 3) any information sharing on a schedule in advance of the meeting. If needed, no more than one additional session of the focus group may be held for any follow-up after August 15, but no later than September 15, 2025.

Focus group members attending the meeting(s) will include up to three (3) union representatives selected from the WPEA colleges; up to six (6) human resource representatives from the WPEA colleges, and three (3) WPEA union leadership representatives and four (4) OFM representatives. In addition, up to two (2) employee

representatives from the Program Specialist series and up to two (2) employee representatives from the Fiscal Analyst series will be released from work for the duration of the focus group meeting(s). At least twenty (20) days before the focus group meeting, the parties will share the names of their representatives who will attend the meeting(s) and the Union will submit a request for release time for college employees attending the meeting(s).

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

For the Employer

For the Union

Inti Tapia, Labor Negotiator
OFM/SHR Labor Relations &
Compensation Policy Section

 3/11/25
Steven Sloniker
Contract Administration Director
WPEA