
COLLECTIVE BARGAINING AGREEMENT

Local 1671 
INTERPRETERS UNITED

THE STATE OF WASHINGTON

AND

**WASHINGTON FEDERATION OF STATE
EMPLOYEES, AFSCME COUNCIL 28, FOR
LANGUAGE ACCESS PROVIDERS**

EFFECTIVE

JULY 1, 2017 THROUGH JUNE 30, 2019



2017-2019

**WASHINGTON FEDERATION OF STATE EMPLOYEES, AFSCME
COUNCIL 28, FOR LANGUAGE ACCESS PROVIDERS
2017-2019**

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PREAMBLE

This document constitutes an Agreement by and between the Governor of the State of Washington (hereinafter referred to as the “State”) and the Washington Federation of State Employees, AFSCME, Council 28, AFL-CIO, (hereinafter referred to as the “Union”) in accordance with the provisions of [RCW 41.56](#).

The parties enter into this Agreement acknowledging the following:

- The Union and the State share a common mission that the Department of Social and Health Services (DSHS) and Medicaid eligible Limited English Proficient (LEP) individuals have access to language services.
- The Collective Bargaining Agreement (CBA or Agreement) outlines the terms and conditions of the partnership between the State and the language access providers.
- Interpreting services are essential for Washington’s LEP residents to achieve quality health outcomes and receive access to DSHS service.
- Nothing in this preamble shall be subject to the grievance process in this Agreement.

ARTICLE 1 UNION RECOGNITION

1.1 Recognition

The Washington Federation of State Employees, AFSCME, Council 28, AFL-CIO is recognized as the sole and exclusive representative of language access providers as defined in [RCW 41.56.030](#)(10).

1.2 Posting of Agreement

- A. The State will post the current Agreement electronically on the Office of Financial Management (OFM) State Human Resources Labor Relations Section (LRS) website.
- B. The State will post the LRS webpage address to the current Agreement on the Department of Enterprise Services webpage that contains information on vendor contracts impacted by this Agreement.
- C. Coordinating entities will post the LRS webpage link to the current Agreement on the webpage that is the primary interpreter access point.

ARTICLE 2 NON-DISCRIMINATION

- 2.1 The State and the Union are committed to a policy of non-discrimination. The State shall not discriminate with respect to matters specified in [RCW 41.56.510](#)(2)(c) on the basis of race, gender, gender expression, gender identity, sex, sexual orientation, creed, religion, color, marital or parental status, age, national origin, ancestry, military status, citizenship status, political affiliation and/or beliefs, or disability.
- 2.2 This Article shall not be construed as otherwise limiting or impeding the right of third parties and/or DSHS representatives to select and/or contract with any interpreter based on the specific needs of the LEP client.

ARTICLE 3 UNION RIGHTS

- 3.1 The State shall remain neutral on the question of union membership and union representation for interpreters. All questions addressed to the State concerning membership or representation by the Union will be referred to the Union. The State shall make union neutrality part of its contract terms with coordinating entity(s) who deliver services established by this Agreement.
- 3.2 The State shall not meet, discuss, confer, subsidize or negotiate with any other labor or language access provider organization or its representatives on matters specified in [RCW 41.56.510](#)(2)(c).

3.3 The State will not, on account of membership or non-membership in the Union, discriminate against, intimidate, restrain or coerce an interpreter on account of the exercise of rights granted by this Agreement or in protected activities on behalf of the Union.

3.4 Privacy

Public records requests concerning language access providers shall be in accordance with the Public Records Act and other legal authority. The State agency receiving the request shall notify the Union of public records requests for the following identifying information of language access providers covered by this Agreement, as defined in [RCW 41.56.030](#)(10) and as provided to the State and/or coordinating entity by the language access provider: residential/business/ mailing address, telephone numbers, email addresses, and dates of birth. The State will redact language access providers' Social Security numbers on any document subject to a public records request. The notice to the Union shall be provided within seven (7) business days of the request to the State agency. This notification provision shall not be grievable. This section does not apply to information requests from governmental entities (city, county, state, federal, school districts, legislative, judicial, executive, etc.).

ARTICLE 4

PROFESSIONAL DEVELOPMENT AND TRAINING

4.1 The purpose of professional development and training requirements for interpreters is to maintain the skill levels interpreters possess at the time they pass their interpreter certification examination, and to further enhance their skills and knowledge. Both the State and the Union encourage interpreters to complete training and continuing education activities.

4.2 The State or its coordinating entities will:

- A. Post a reference link to the National Standards on Culturally and Linguistically Appropriate Services (CLAS) on the coordinating entities' websites.
- B. Post a reference link to the DSHS Language Interpreter and Translator Code of Professional Conduct on the coordinating entities' websites.
- C. Post a reference link to the Union (Local 1671) website on the DSHS Language Testing and Certification (LTC) website.
- D. Annually distribute an electronic copy of the "DSHS Language Interpreter and Translator Code of Professional Conduct" to Medicaid medical providers.
- E. On a quarterly basis, make available to all authorized requestors an electronic tutorial guide on completion of work order forms.

4.3 Annual Communication to Authorized Requestors

A. Communication to Medicaid Medical Providers

After approval by the Union and the State, the State or its coordinating entities will annually distribute to Medicaid medical providers a one (1) page informational document relating to:

1. How the CBA applies to medical providers;
2. A reference to National Standards on CLAS;
3. A reference to the DSHS Language Interpreter and Translator Code of Professional Conduct;
4. A reference to Title VI of the Civil Rights Act of 1964;
5. A reference to the modalities available to authorized requestors, and suggestions to assist them in recognizing the circumstances when it is appropriate to use remote interpreting; and
6. Suggestions on how to work with interpreters.

B. Communication to Applicable DSHS Employees/Authorized Requestors

After approval by the Union and the State, the State will annually make available to applicable DSHS employees a one (1) page informational document relating to:

1. How the CBA applies to services covered by this Agreement;
2. A reference to National Standards on CLAS;
3. A reference to the DSHS Language Interpreter and Translator Code of Professional Conduct;
4. A reference to Title VI of the Civil Rights Act of 1964;
5. Suggestions on how to work with interpreters; and
6. A reminder for DSHS employees to schedule appointments through the coordinating entity.

4.4 Interpreter Advisory Group

A. The parties to this Agreement agree to maintain a volunteer Interpreter Advisory Group to provide input to the State on its duties per [Chapter 388-03](#) WAC, Rules and Regulations for the Certification of DSHS Spoken Language Interpreters.

B. Composition of the Interpreter Advisory Group

The DSHS Secretary or designee will make all appointments to the parties' seventeen (17) member Advisory Group to include:

1. One (1) designated representative each from DSHS, Health Care Authority (HCA), the Department of Enterprise Services, and another agency;
 2. One (1) spoken language interpreter at large;
 3. One (1) physician licensed by the State under RCW Chapter [18.57](#), [18.29](#), or [18.71](#);
 4. One (1) hospital language access administrator;
 5. Two (2) representatives from immigrant or refugee advocacy organizations;
 6. One (1) member from the public;
 7. One (1) trainer from a higher education institution;
 8. Four (4) representatives from the Union, of which at least two (2) will be spoken language interpreters working under this Agreement; and
 9. Two (2) representatives from the DSHS Language Testing and Certification program (LTC).
- C. The Advisory Group shall meet a minimum of four (4) times per year, or more often as needed or as requested by DSHS.
- D. At least one member of every subcommittee of the Interpreter Advisory Group shall be a Union representative.

4.5 Orientation for DSHS Language Testing and Certification Applicants

DSHS LTC will post the testing date, site, and times on the LTC website.

- A. Written testing administered in a DSHS building
 The State will make reasonable efforts to provide the Union access to a meeting space thirty (30) minutes after the start of written testing to provide information. If a meeting space is not available, the Union will be granted access to the testing room thirty (30) minutes prior to the start of registration to provide the above information to testing applicants.
- B. Written testing not administered in a DSHS building
 The Union will be responsible for scheduling and costs associated with a meeting space to provide information to testing applicants. When the LTC program notifies testing applicants of their written testing location, they will also notify the applicants of the Union's meeting space location and times.

- C. Brochure and Membership Card for Testing Applicants
The Union may provide a one (1) page brochure outlining information about the Union and this Agreement for distribution to testing applicants. Pursuant to Article 12, Dues and Other Voluntary Deductions and Status Reports, the Union may provide a Union dues authorization card for distribution with the one (1) page brochure.

ARTICLE 5 DOCUMENTATION

5.1 Required Documentation

- A. The authorized requestor, interpreter and the language agency or coordinating entity shall be required to complete the appointment work order form and that shall be the only basis for payment by the State and/or third parties, unless otherwise required by Medicaid regulations.
- B. DSHS may also require the completion of daily logs for block-time appointments that list:
1. DSHS worker;
 2. Name of each client;
 3. Type of service;
 4. Start and end time for each client;
 5. Start and end time of the block-time appointment; and
 6. Modality (in person, video remote interpretation, telephone or translation etc.).
- C. HCA may also require the completion of daily logs for facility appointments that list:
1. Medical Provider;
 2. Name of each client;
 3. Start and end time for each client;
 4. Start and end time of the facility appointment; and
 5. Modality (in-person, video remote interpretation or telephone etc.).

- 5.2** For in-person, facility, or block-time appointments, the appointment work order will indicate the authorized requestor's scheduled start and end times of the appointment. The State or its third parties must require authorized requestors and

interpreters to sign or electronically submit the appointment work order form indicating:

- A. The interpreter's start time per [Article 6.3, Appointment Times](#); and
- B. The interpreter's actual service end time.

5.3 Interpreters will have electronic capabilities to view the specific duration and date(s) for when they provided services or were scheduled to provide such services through the State's coordinating entity(s).

5.4 In order for the interpreter to fully prepare, work order forms will include space for the authorized requestor to describe the department or field of services if known. Information supplied in this field will be limited by federal and state law regarding confidentiality of information. The work order form for home visits will include a field contact phone number, if available, for the State employee who will be present, that may be used for the purpose of this appointment only.

5.5 Electronic Work Orders with Incomplete Times

When a coordinating entity allows for electronic completion of work order forms, and an authorized requestor has not electronically entered a start or end time for a job within two (2) business days after the date of service, the coordinating entity shall notify the authorized requestor and interpreter no later than 5:00 p.m. on the next business day.

5.6 Disputed Times on Electronic Work Order

When the coordinating entity allows for electronic completion of work order forms and the interpreter disputes the authorized requestor's entered start and completion time, the coordinating entity shall contact the authorized requestor within four (4) business days after the dispute to discuss the alternative times provided by the interpreter.

5.7 The electronic work order form completed by the authorized requestor will be the basis for payment. However, when completing an electronic work order form, the authorized requestor has the discretion to also complete a paper format of the work order form if requested by the interpreter. If there is dispute over the start or end times, the coordinating entity shall consider the paper format of the work order form. Decisions to not request the signing of a written form will not be a basis for judgment against an interpreter who grieves any part of this Agreement.

5.8 Background Checks

Before providing interpreter services under this Agreement and annually thereafter, the interpreter will submit to a criminal history background check conducted by the coordinating entity. The interpreter shall not pay more than the actual costs to conduct the background check. The coordinating entity will provide an electronic copy of the background check to the interpreter no more than seven (7) business days prior to the expiration of the background check.

ARTICLE 6 ECONOMIC COMPENSATION

6.1 Definitions

- A. In-person appointments are defined as appointments where an interpreter is contracted to provide interpreter services face to face for a specific patient or client(s).
- B. Block-time appointments are defined as DSHS appointments scheduled for a specific time period rather than for a specific patient or client on-site at a DSHS Economic Services or Children's Administration Office.
- C. Telephonic and video appointments are provided via telephonic or video remote technologies outside of block-time appointments.
- D. Family Member Appointment is an appointment where the same authorized requestor schedules two (2) or more appointments to see multiple family members. The interpreter shall be paid from the start of the first appointment through the end of the final appointment; however, the interpreter shall be paid at least the one (1) hour minimum. The total time requested for a family member appointment cannot exceed ninety (90) minutes.

6.2 Rate of Pay

- A. In-Person Interpreting Services
Interpreters covered by this Agreement who are contracted for in-person and family member appointments for spoken language interpreter services will be paid a minimum of thirty-eight dollars and fifty cents (\$38.50) per hour effective July 1, 2017, and a minimum of thirty-nine dollars and seventy six cents (\$39.76) per hour effective July 1, 2018.

Interpreters will be paid a minimum of thirty-one dollars (\$31.00) per hour for block-time appointments.

- B. Telephonic and Video Remote Interpreting Services
Interpreters who provide services outside of facility or block of time appointments, will be paid a minimum of sixty cents (\$0.60) per minute when providing services via telephonic technologies, and two dollars and eighty-five cents (\$2.85) per minute for the first ten (10) minutes and sixty cents (\$0.60) per minute for every minute thereafter when providing services via video remote technologies.

6.3 Appointment Times

- A. Minimums/Durations
 - 1. For in-person appointments scheduled for HCA authorized requestors: An interpreter will be paid for a minimum of one (1) hour for each in-person appointment, regardless of the number of LEP clients present and served during each appointment.

2. For in-person appointments scheduled for DSHS: an interpreter will be paid for a minimum of ninety (90) minutes for each in-person appointment, regardless of the number of LEP clients present and served during each appointment.
3. For a family member appointment, an interpreter will be paid from the start time of the first appointment in the series through the actual end time of the last appointment in the series, or a minimum of one (1) hour, whichever is greater.
4. Block-time appointments will be scheduled for a minimum of two (2) hours, and interpreters will be paid for the duration of the scheduled block-time appointment.
5. In-person, family member, or block-time appointments lasting longer than the minimum will be paid in fifteen (15) minute increments with any fraction of an increment rounded up to the nearest fifteen (15) minute increment.
6. An interpreter will be paid a minimum of three (3) minutes when they provide interpreting services via telephonic technologies, and a minimum of ten (10) minutes when they provide interpreting services via video remote technologies. When an interpreter provides telephonic or video remote interpreting services longer than for the minimum, the interpreter will be paid in one (1) minute increments with any fraction of an increment rounded up to the nearest one (1) minute increment. There is no requirement for prescheduling with an interpreter to provide interpreter services via telephonic technologies. The State's third parties may use the first available DSHS authorized/certified/recognized language access provider, but preference will be given to those located within the states of Washington, Idaho, or Oregon.

B. Start times

The start time of the appointment will be the scheduled start time or the time the interpreter arrives, whichever is later. If the authorized requestor, patient/client, and interpreter all agree to begin earlier than the scheduled start time, the interpreter will be paid from when they begin providing interpreter services.

C. Scheduled Breaks in Appointments

An authorized requestor may include no more than a one (1) hour unpaid break within a single request for services, and only if the total duration of the appointment including the unpaid break is three (3) or more hours. The break duration must be clearly indicated in the requested scheduled time. Comments in a "note" section of an online request for services will not be considered as a scheduled break. Block-time breaks/lunch shall be flexible and taken when practicable and in accordance with DSHS' business needs.

6.4 Refusal of Services

If the interpreter arrives for the appointment and a patient or authorized requestor refuses interpreting services, but is present for the appointment, the interpreter shall be paid per Article 6.5, No Shows and Cancellations.

6.5 No-shows and Cancellations

- A. If an LEP client, patient or authorized requestor fails to show for in-person interpreting services or cancels six (6) hours or less before the start of the appointment, including in cases of error on the part of the requestor, State, or third parties, an interpreter will be paid thirty (30) minutes or seventy-five (75%) percent, whichever is greater. The process for rounding to fifteen (15) minute increments set out in this Article will apply.
- B. If the authorized requestor cancels twenty-four (24) hours or less and greater than six (6) hours before the scheduled start of the appointment, including in cases of error on the part of the requestor, State, or third parties, an interpreter will be paid fifty percent (50%) of the time requested or thirty (30) minutes, whichever is greater. The process for rounding to fifteen (15) minute increments set out in this Article will apply.
- C. The twenty-four (24) hours for determining cancelled appointments shall not include weekends or state recognized holidays.
- D. If any appointment within the series of family member appointments is a late cancellation or the LEP client or patient or authorized requestor fails to show, the interpreter will be paid for thirty (30) minutes. The total payment for cancellations for a family member appointment will not be greater than the total time requested.
- E. Payment for any cancellation or no-show will be reduced equal to any replacement work under this Agreement that the interpreter is able to find during the time for which the cancellation or no-show is being paid. This section does not apply to individual appointments within a series of a family appointment.
- F. If an interpreter accepts a job more than four (4) hours from the scheduled start time and it is then cancelled within thirty (30) minutes of being accepted by the interpreter, the interpreter will not be eligible for payment as a no-show or cancellation.

6.6 Extended Services

If asked by an authorized requestor, an interpreter may choose, but not be required to stay beyond the scheduled end time of an appointment. If the interpreter chooses to stay at the request of the authorized requestor, the interpreter will be paid in accordance with this Article.

6.7 Double Booking

If two (2) or more interpreters are scheduled for the same appointment, the interpreter with the earliest documented appointment confirmation date and time will complete the appointment, unless otherwise agreed by the interpreters. When more than one (1) interpreter shows up for an appointment, the coordinating entity or foreign language company will pay the interpreter who does not fulfill the appointment for the minimum at the hourly rate specified in this Article.

6.8 Reimbursements

All parking, ferry, and toll costs for travel to the scheduled appointment and returning to the interpreter’s home or place of business for an in-person or family appointment will be reimbursed upon submission of a receipt at the time the appointment is approved by the interpreter for submission to DSHS or HCA for payment. Reimbursements claimed will be for the sole purpose of providing services to DSHS or HCA clients. Block-time appointments are excluded from reimbursements.

6.9 HCA Facility Appointment Pilot Project

The parties agree to extend the pilot for the facility appointment process for Medicaid appointments. The Pilot will run through June 30, 2019.

A. Facility Appointment Defined

Facility appointment is an appointment at a specified location scheduled for a specific time where the interpreter will be entitled to payment for the entire scheduled duration of the appointment regardless of the number of clients seen.

B. Parameters for Facility Appointment

1. The minimum duration of hours for a facility appointment is two (2) hours.
2. The rate of pay for the facility appointment will be thirty-four dollars and sixty cents (\$34.60) per hour.

The pilot will expire on June 30, 2019.

**ARTICLE 7
ECONOMIC PROCESS**

7.1 Punitive Fines

Brokers, language agencies and/or coordinating entity(s) will not issue punitive fines to interpreters for alleged infractions.

7.2 Payment Timelines

A. Billing the State

1. Coordinating Entity

Once the coordinating entity receives properly completed work order form(s) and any applicable supporting travel related

documentation for all appointments from a given day from the interpreter, the coordinating entity must remit it to either the HCA within ten (10) business days, or include it on an invoice to be received by DSHS by the tenth (10th) of the subsequent month.

2. Language Agency

The language agency must remit properly completed work order forms and any applicable supporting travel documentation for services provided in the previous month or earlier to DSHS to be received by the tenth (10th) day of the subsequent month.

B. Remittance to Coordinating Entity or Language Agency

1. For DSHS Appointments

Once the invoice is received from the coordinating entity, or the language agency, DSHS will remit funds necessary to pay for an interpreter's services to the coordinating entity or the language agency within thirty (30) calendar days.

2. For HCA Appointments

Once the invoice is received from the coordinating entity, the Health Care Authority will generally remit funds necessary to pay for an interpreter's services to the coordinating entity within thirty (30) calendar days. In some instances, it may be necessary for the HCA to take more time than thirty (30) days to process remittance to the coordinating entity. The State shall be in compliance with this Article if:

- a. Remittance to the interpreter for ninety percent (90%) of all submitted payable invoices in the prior month is provided to the coordinating entity within thirty (30) days of the State's receipt of the invoice;
- b. Remittance to the interpreter for ninety-nine (99%) percent of all submitted payable invoices in the prior month is provided to the coordinating entity within ninety (90) days of the State's receipt of the invoice; and
- c. Remittance to the interpreter for all other submitted payable invoices is provided to the coordinating entity within one hundred and eighty (180) days of the State's receipt of the invoice.

For purposes of this Article, a payable invoice means an invoice that can be processed without obtaining additional information from the provider of the service or from a third party. A payable invoice includes an invoice with errors originating in the State's claim system. However, a payable invoice does not include an invoice based on a work order submitted by an interpreter who is under investigation for fraud or abuse.

3. Regular Report of HCA Appointments

The HCA will provide a report to the Union by the tenth (10th) day of the month that includes:

- a. The total number of invoices submitted to the HCA in the prior month; and
- b. The total number of invoices for which remittance was already submitted to the coordinating entity; and
- c. For all invoices for which remittance was not submitted to the coordinating entity the following:
 - i. Date of the job on the invoice;
 - ii. Job number;
 - iii. Date submitted to the HCA by the coordinating entity;
 - iv. Amount of payment or reimbursement requested on each invoice; and
 - v. The interpreter who is requesting payment or reimbursement for each invoice.

C. Remittance to Interpreter

All payments will be remitted to the interpreter in accordance with [Section 7.3](#).

1. Coordinating Entity

The coordinating entity will remit payment to the interpreter on the fifth (5th) and twentieth (20th) of each month. Unless either the fifth (5th) or the twentieth (20th) day of the month falls on a Saturday, Sunday, or recognized State Holiday, in which case the date for distribution of payment shall be the prior business day if the date falls on a Saturday and the subsequent business day if the date falls on a Sunday or recognized State Holiday. All funds received by the coordinating entity from the State on the first (1st) to the fifteenth (15th) calendar day will be remitted to the interpreter on the twentieth (20th) day of the same month. All funds received by the coordinating entity from the State on the sixteenth (16th) to the last calendar day of the month will be remitted to the interpreter on the fifth (5th) day of the following month.

2. Language Agency
The language agency will remit payment to the interpreter within seven (7) business days of receiving payment from DSHS.

7.3 Payment Delivery Method

Interpreters will have the options of receiving their paychecks directly through the postal service, or by direct deposit, or through another mutually agreed upon process, at no cost to the interpreter.

7.4 Pay Sheets or Pay Stubs

- A. All remittances to interpreters will indicate the total deductions per [Article 12, Dues and Other Voluntary Deductions and Status Reports](#), and describe the deductions as “union member dues” or “PEOPLE donation” or “voluntary deduction.”
- B. All remittances to interpreters will indicate the total for that remittance and the calendar year-to-date totals of the following items: gross pay, transportation reimbursements, and any deductions per [Article 12, Dues and Other Voluntary Deductions and Status Reports](#).

7.5 Overpayment Collection Process

- A. For an Overpayment of Two Hundred Dollars (\$200.00) or less
 1. When the State or its third party contractor(s) determine that an interpreter has been overpaid, the State or its third party contractor(s) will deduct the overpayment from the subsequent distribution of payment after providing ten (10) business days’ electronic notice to the interpreter of the upcoming deduction. In the event the subsequent distribution of payment is less than the overpayment amount, the amount will be deducted from additional payments to the interpreter until the overpayment is recovered.
 2. At the time the overpayment is withheld from the payment distribution, the interpreter will be supplied with the amount of the overpayment, the job number(s), and brief comment explaining the basis.
- B. For an Overpayment of more than Two Hundred Dollars (\$200.00)
 1. When the State or its third party contractor(s) determine that an interpreter has been overpaid, the State or its third party contractor(s) will provide electronic notice to the interpreter which will include the following items:
 - a. The amount of the overpayment;
 - b. The basis for the assessment of an overpayment;
 - c. The job number(s); and
 - d. The interpreter’s rights under the terms of this Agreement.

2. Method of Repayment
 - a. Within thirty (30) calendar days of receiving the written notice, the interpreter must choose whether to pay back the overpayment through deductions of subsequent payments or by a one-time payment made directly to the third party contractor.
 - b. Deductions to repay an overpayment amounting to two hundred dollars (\$200.00) or more will take place over the subsequent six (6) pay periods, with equal payments each pay period.
 - c. The parties can mutually agree to a shorter period of time to repay the overpayment through deductions.
 - d. For overpayments amounting to two hundred dollars (\$200.00) or more, if the interpreter fails to choose between a one-time payment or equal payments over six (6) pay periods, the State will authorize its third party contractor(s) to make deductions from the interpreter's paycheck in equal payments over six (6) pay periods.
 - e. If after eight (8) pay periods since the date of the electronic notice, the overpayment has not been paid in full, the interpreter must repay the third party contractor the outstanding overpayment amount by check within thirty (30) days. In the event the interpreter does not repay the third party contractor, the third party contractor may seek other lawful methods to recover the outstanding amount.

- C. Appeal Rights

Nothing herein prohibits the Union from grieving the determination or method of the overpayment collection per [Article 8, Grievance Procedure](#) of the CBA between the parties.

ARTICLE 8

GRIEVANCE PROCEDURE

- 8.1 The Union and the State agree that it is in the best interest of all parties to resolve disputes at the earliest opportunity and at the lowest level. The Union and the State encourage problem resolution between interpreters, the State and/or third-parties and are committed to assisting in resolution of disputes as soon as possible. In the event a dispute is not resolved in an informal manner, this Article provides a formal process for problem resolution.

8.2 Terms and Requirements

A. Grievance Definition

A grievance is a dispute regarding the meaning or implementation of the provisions of this Agreement. The term “grievant”, as used in this Article, includes the term “grievants”. The Union may not grieve issues outside the scope of this Agreement.

B. Filing a Grievance

Grievances may be filed by the Union on behalf of an interpreter or on behalf of a group of interpreters. If the Union does so, it will set forth the name of the interpreters or the names of the group of interpreters.

C. Computation of Time

The time limits in this Article must be strictly adhered to unless mutually modified in writing. Days are calendar days, and will be counted by excluding the first day and including the last day of timelines. When the last day falls on a Saturday, Sunday or State recognized holiday, the last day will be the next day which is not a Saturday, Sunday or State recognized holiday. Transmittal of grievances, appeals and responses will be in writing, and timelines will apply to the date of receipt, not the date of postmarking.

D. Failure to Meet Timelines

Failure by the Union to comply with the timelines will result in automatic withdrawal of the grievance. Failure by the State to comply with the timelines will entitle the Union to move the grievance to the next step of the procedure.

E. Contents

The written grievance must include the following information:

1. A statement of the pertinent facts surrounding the nature of the grievance;
2. The date upon which the incident occurred;
3. The specific Article(s) and Section(s) of the Agreement;
4. The steps taken to informally resolve the grievance and the individuals involved in the attempted resolution;
5. The specific remedy requested;
6. The name(s) of the grievant; and
7. The name and signature of the union representative.

If known, the Union will specify the State Agency (either DSHS or HCA) involved in the grievance; however, exclusion of this information shall not be the basis for dismissal of the grievance.

F. Resolution

If the State provides the requested remedy or a mutually agreed upon alternative, the grievance will be considered resolved and may not be moved to the next step.

G. Withdrawal

A grievance may be withdrawn at any time.

H. Resubmission

If terminated, resolved or withdrawn, a grievance cannot be resubmitted.

I. Consolidation

The State and the Union may mutually agree to consolidate grievances arising out of the same set of facts.

J. Bypass

Any of the steps in this procedure may be bypassed with mutual written consent of the parties involved at the time the bypass is sought.

K. Alternative Resolution Methods

Any time during the grievance process, by mutual consent, the parties may use alternative mediation methods to resolve a grievance. If the parties agree to mediation, the time frames in this Article are suspended. If mediation does not result in a resolution, within fifteen (15) days of the last mediation session the Union may return to the grievance process and the timeframes resume. Any expenses and fees of mediation will be shared equally by the parties.

The proceedings of any alternative dispute resolution process will not be reported or recorded in any manner, except for agreements that may be reached by the parties during the course of the meeting. Statements made by or to any party or other participant in the meeting may not later be introduced as evidence, may not be made known to an arbitrator or hearings examiner at a hearing, and may not be construed for any purpose as an admission against interest, unless they are independently admissible.

8.3 Filing and Processing

A. Time Requirements for Filing

A grievance must be filed within forty-five (45) days of the occurrence giving rise to the grievance or the date the grievant knew or could reasonably have known of the occurrence (“the occurrence/knowledge date”). If an interpreter chooses to use an informal dispute process of the State’s coordinating entity, and the coordinating entity’s decision through their informal dispute process is issued more than thirty (30) days from the

occurrence/knowledge date, the timeline for filing a grievance shall be extended for fifteen (15) days from when the coordinating entity issues a decision. The Union may file a formal written grievance at Step 2 any time while the interpreter is using the informal dispute process.

B. Processing

Step 1 – Informal Resolution:

Prior to filing a written grievance, the Union may confer with the State’s designated representative and attempt to resolve the issue informally.

Step 2 – Written Grievance:

If the issue is not resolved informally, the Union may present a written grievance to the OFM State Human Resources Labor Relations Section (LRS) within the timeframe described in [Section 8.3 A](#). The LRS or the State designated representative will meet or confer by telephone with a union steward and/or staff representative and the grievant within twenty (20) days of receipt of the grievance, and will respond in writing to the Union within fifteen (15) days after the meeting.

Step 3 – Pre-Arbitration Review Meetings:

If the grievance is not resolved at Step 2, the Union may request a pre-arbitration review meeting by filing the written grievance including a copy of the Step 2 response and supporting documentation with the LRS within thirty (30) days of the Union’s receipt of the Step 2 decision. Within fifteen (15) days of the receipt of all the required information, the LRS will discuss with the Union:

1. If a pre-arbitration review meeting will be scheduled with the LRS designee, the State designated representative, and the Union’s staff representative, to review and attempt to settle the dispute.
2. If the parties are unable to reach agreement to conduct a meeting, the LRS designee will notify the Union in writing that no pre-arbitration review meeting will be scheduled.

If a pre-arbitration review meeting is to be scheduled, the meeting will be conducted at a mutually agreeable time. The meeting will be scheduled within thirty (30) days of the receipt of the request.

The proceedings of the pre-arbitration review meeting will not be reported or recorded in any manner, except for agreements that may be reached by the parties during the course of the meeting. Statements made by or to any party or other participant in the meeting may not later be introduced as evidence, may not be made known to an arbitrator or hearings examiner at a hearing, and may not be construed for any purpose as an admission against interest, unless they are independently admissible.

Step 4 – Arbitration:

If the grievance is not resolved at Step 3, or the LRS designee notifies the Union in writing that no pre-arbitration review meeting will be scheduled, the Union may file a request for arbitration. The demand to arbitrate the dispute must be filed with the American Arbitration Association (AAA) within thirty (30) days of the pre-arbitration review meeting or receipt of the notice that no pre-arbitration review meeting will be scheduled.

C. Selecting an Arbitrator

The parties will select an arbitrator by mutual agreement or by alternately striking names supplied by the AAA, and will follow the Labor Arbitration Rules of the AAA unless they agree otherwise in writing.

D. Authority of the Arbitrator

1. The arbitrator will:

- a. Have no authority to rule contrary to, add to, subtract from, or modify any of the provisions of this Agreement;
- b. Be limited in his or her decision to the grievance issue(s) set forth in the original written grievance unless the parties agree to modify it; and
- c. Not make any award that provides an interpreter with a greater rate of payment than would have resulted had there been no violation of this Agreement.

2. The arbitrator will hear arguments on and decide issues of arbitrability before the first day of arbitration at a time convenient for the parties, through written briefs, immediately prior to hearing the case on its merits, or as part of the entire hearing and decision-making process. If the issue of arbitrability is argued prior to the first day of arbitration, it may be argued in writing or by telephone, at the discretion of the arbitrator. Although the decision may be made orally, it will be put in writing and provided to the parties.

3. The decision of the arbitrator will be final and binding upon the Union, the State and the grievant.

E. Arbitration Costs

1. The expenses and fees of the arbitrator, and the cost (if any) of the hearing room, will be shared equally by the parties.
2. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon

postponements or cancellations will be shared equally by the parties.

3. If either party desires a record of the arbitration, a court reporter may be used. If that party purchases a transcript, a copy will be provided to the arbitrator free of charge. If the other party desires a copy of the transcript, it will pay for half of the costs of the fee for the court reporter, the original transcript and a copy.
4. Each party is responsible for the costs of its staff representatives, attorneys, and all other costs related to the development and presentation of their case. The Union is responsible for paying any travel or per diem expenses for its witnesses, the grievant and the union steward.

8.4 Successor Clause

Grievances filed during the term of this Agreement will be processed to completion in accordance with the provisions of this Agreement.

ARTICLE 9 UNION-MANAGEMENT COMMITTEES

9.1 Purpose

For the purpose of maintaining communications between the Union and the State in order to cooperatively discuss matters of mutual concern, including but not limited to: implementation of this Agreement and proposed initiatives, rules or policies.

9.2 Meetings

Up to eight (8) Union representatives and up to eight (8) State representatives will participate in union-management committees established under this Article. If agreed to by the parties, additional representatives may be added. The parties are encouraged to select participants for these discussions who are representative of the issues to be discussed, who possess programmatic knowledge, and who bring to the discussion the authority to make decisions on behalf of the parties. The parties shall meet at least quarterly per fiscal year, unless otherwise mutually agreed. The schedule for the quarterly meetings for the fiscal year will be agreed upon by the parties by June 30 of the previous fiscal year. Meetings should be held at mutually convenient times and locations. The parties shall exchange agendas one (1) week prior to the scheduled meeting. There shall be at least a two (2) week notice for rescheduled meetings.

9.3 Upon mutual agreement, ad hoc union management committees may be established.

9.4 All of the committee meetings established under this Article will be used for discussions only, and the committees will have no authority to conduct any negotiations, bargain collectively or modify any provision of this Agreement. The

parties are authorized, but not required to document mutual understandings. If topics discussed result in follow-up by either party, communication will be provided by the responsible party. The committees' discussions will not be subject to the grievance procedure in [Article 8, Grievance Procedure](#).

ARTICLE 10

MANDATORY SUBJECTS

- 10.1** The State will satisfy its collective bargaining obligation before making a change with respect to a matter that is a mandatory subject as specified in [RCW 41.56.510\(2\)\(c\)](#). The State will notify the Executive Director of the Union of these changes in writing, citing this Article, and the Union may request negotiations on the impact of these changes. In the event the Union does not request negotiations within twenty-one (21) calendar days of receipt of the notice, the State may implement the changes without further negotiations. There may be emergency or mandated conditions that are outside of the State's control requiring immediate implementation, in which case the State will notify the Union as soon as possible.
- 10.2** The parties will agree to the location and time for the negotiations. Each party is responsible for choosing its own representatives for these activities.

ARTICLE 11

UNION ACTIVITIES

State Policies

If DSHS or HCA develops policies/guidelines affecting interpreters, DSHS and HCA will provide the Union with either a hard or electronic copy of these policies/guidelines. DSHS and HCA will provide to the Union any updates to these policies during the term of the Agreement. This Article is not intended to apply to internal personnel guidelines.

ARTICLE 12

DUES AND OTHER VOLUNTARY DEDUCTIONS AND STATUS REPORTS

12.1 Dues and Other Voluntary Deductions

- A. Interpreters covered by this Agreement who are contracted through the coordinating entity(s) with which the State contracts may elect to become a member of the Union and pay membership dues. The coordinating entity(s) will deduct the monthly amount of dues, for interpreters who elect to become members of the Union.
- B. The State agrees to include in contracts with the coordinating entity(s) a provision for up to two additional voluntary deductions from the payments to interpreters. An authorization for such voluntary deduction(s) must be executed by the interpreter and may be revoked by the interpreter at any time by giving written notice to the Union.

- C. On a monthly basis, the Union will deliver electronically to the coordinating entity(s) an authorization/revocation list with the following information:
1. Interpreter name authorizing the deduction(s) or revocation(s);
 2. Tax Identification Number or other unique identification number; and
 3. Monthly dollar amount to be deducted for each authorized deduction, identified as “Dues”, “Deduction #2” and “Deduction #3”. In the event there are insufficient funds to cover each deduction, Dues will have priority over Deductions #2 and #3, and Deduction #2 will have priority over Deduction #3. Full, partial or no deductions may occur, depending on the amount available from the interpreter’s pay.
- D. Deductions will be transmitted by the coordinating entity(s) in one monthly check to the Union and to no more than two (2) official Union addresses on or about the same date payments are scheduled to be made to the interpreter. For each individual for whom the deduction has been made, the coordinating entity(s) will provide a list accompanying the payment containing the following:
1. Full name of interpreter;
 2. Home address;
 3. Tax Identification Number or other unique identification number; and
 4. Total amount of each deduction.
- E. Reimbursement for transportation related expenses will not be subject to dues deductions.

12.2 Notification to the Union

The State will require the coordinating entity(s) to notify the Union electronically when the interpreter completes all required paperwork to provide services under this Agreement. The notification to the Union will be provided on the fifth (5th) and twentieth (20th) days of each month. The notification shall include:

- A. Full name of interpreter;
- B. Home address;
- C. Cell phone number, if available;
- D. Home phone number, if available;

- E. E-mail if available; and
- F. Working language(s).

12.3 Status Reports

The State will require its contracts with the coordinating entity(s) to provide to the Union a report each month in an electronic format of the data listed in Subsections A-I below for each interpreter in the bargaining unit who was paid through the coordinating entity(s) as described in [Section 12.1](#).

- A. Tax Identification Number or other unique identification number;
- B. Interpreter name;
- C. Home address;
- D. Email if available;
- E. Cell phone number, if available;
- F. Home phone number, if available;
- G. Working language(s);
- H. Total amount of time and dollar amount paid for each month for each modality; and
- I. Total amount deducted for each deduction type.

12.4 For interpreters in the bargaining unit who are paid through other third parties or directly by the State outside the coordinating entity, the State will provide to the Union each month:

- A. The payment date;
- B. Vendor name; and
- C. Amount paid.

12.5 Indemnification and Hold Harmless

The Union and each interpreter contracted through the coordinating entity(s) agree, for the purpose of payment of union dues or other deductions, to indemnify and hold harmless from liability the State and the coordinating entity(s) (including any agency, officer, executive, employee, contractor or agent thereof) from all claims, demands, causes of action, lawsuits or other forms of liability (civil, administrative or otherwise) that may arise for or on account of any deduction made in accordance with this Article from the pay of such interpreter or in the administration of benefits or expenditures by the Union from the deductions. These indemnification and hold harmless provisions also apply to any beneficiary, assign or successor in interest of the Union or an interpreter.

12.6 Monthly Reports

The State will make available monthly reports delineating the number of encounters covered and the total dollars that were paid through the coordinating entity for DSHS and for HCA. The monthly report will be made available by the end of the subsequent month. The parties can mutually agree to adjust these reports on an as-needed basis. Electronic posting on a State website only meets the requirements of this Article if the State concurrently notifies the Union in writing (or email) of the posting.

ARTICLE 13 STATE RIGHTS

13.1 It is understood and agreed by the parties that the State has core management rights. Except to the extent modified by this Agreement, the State reserves exclusively all the inherent rights and authority to manage and operate its programs. The parties agree that all rights not specifically granted in this Agreement are reserved solely to the State, and the State has the right to decide and implement its decisions regarding such management rights. Unless otherwise revised by statute, the mandatory subjects of bargaining between the parties shall be limited solely to:

- A. Economic compensation, such as manner and rate of payments;
- B. Professional development and training;
- C. Labor-management committees; and
- D. Grievance procedures.

The parties acknowledge that the mandatory subjects of bargaining listed above are the only subjects the parties are authorized to bargain.

13.2 Rights Reserved to the State

The rights reserved solely to the State, its agents and officials and to the extent these rights may be limited by other provisions of this Agreement as expressly provided herein include, but are not limited to the right:

- A. To operate so as to carry out the statutory mandates of the State;
- B. To establish the State's missions, programs, objectives, activities and priorities within the statutory mandates;
- C. To plan, direct and control the use of resources, including all aspects of the budget, in order to achieve the State's missions, programs, objectives, activities and priorities; however, this paragraph shall not be interpreted to limit the Union's right to advocate for issues including, but not limited to budget allocations or programmatic changes that may be different from what the State may propose;

- D. To manage, direct and control all of the State's activities to deliver programs and services;
- E. To develop, modify and administer policies, procedures, rules and regulations and determine the methods and means by which operations are to be carried out;
- F. To establish qualifications of interpreters and reasonable standards of accountability, except as otherwise limited by this Agreement;
- G. To make and execute contracts and all other instruments necessary or convenient for the performance of the State's duties or exercise of the State's powers, including contracts with public and private agencies, organizations or corporations to pay them for services rendered or furnished;
- H. To determine the management organization, including recruitment, selection, retention and promotion to positions not otherwise covered by this Agreement;
- I. To extend, limit or contract out any or all services and/or programs of the State, except as otherwise limited under [Article 10](#), Mandatory Subjects, and specific to contracting out of bargaining unit work;
- J. To take whatever actions the State deems necessary to carry out services in an emergency. The State shall be the sole determiner as to the existence of an emergency in keeping with a reasonable and prudent standard;
- K. To modify any and all operations and work requirements in order to more efficiently and effectively provide services as a result of any existing and/or new laws, rules and regulatory provisions of state and/or federal origin which may in any way affect the State's ability to provide services;
- L. To determine the method, technological means and numbers and kinds of personnel by which operations are undertaken; and
- M. To maintain and promote the efficiency of public operations entrusted to the State.

13.3 The above enumerations of State rights are not inclusive and do not exclude other State rights not specified including, but not limited to those duties, obligations or authority provided under federal or state law and to the extent not otherwise expressly limited by this Agreement. The exercise or non-exercise of rights retained by the State shall not be construed to mean that any right of the State is waived.

13.4 No action taken by the State with respect to a management right shall be subject to a grievance or arbitration procedure unless the exercise thereof violates an express written provision of this Agreement.

13.5 Fulfillment of Statutory Obligation

As provided under [RCW 41.56.510](#)(5)(b), this Agreement expressly reserves:

The legislature's right to make programmatic modifications to the delivery of state services under [RCW 74.04](#).

Nothing contained in this Agreement shall be construed as to subtract from, modify or otherwise diminish these rights in any manner.

**ARTICLE 14
COMPLETE AGREEMENT**

14.1 The parties hereto acknowledge that during the negotiations which resulted in this Agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are fully set forth in this Agreement. It is further understood that this Agreement fully and completely sets forth all understandings and obligations between the parties and constitutes the entire Agreement between the parties.

14.2 The Agreement expressed herein in writing constitutes the entire Agreement between the parties and no oral or written statement shall add to or supersede any of its provisions unless mutually agreed to by the parties and as otherwise provided for in this Agreement.

**ARTICLE 15
SAVINGS CLAUSE**

15.1 This Agreement shall be subject to all present and future applicable federal, state and local laws and rules and regulations of governmental authority. Should any provision of this Agreement, or the application of such provision to any person or circumstance be invalidated or ruled contrary to law by federal or state court, or duly authorized agency, the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be affected thereby.

15.2 In the event of such invalidation, the parties shall meet within thirty (30) days to negotiate a substitute provision. Any changes or amendments to this Agreement shall be in writing and duly executed by the parties and their representatives.

ARTICLE 16
COMPLIANCE WITH FEDERAL REGULATIONS

If any part of this Agreement is found to be in conflict with federal requirements that are a prescribed condition to the allocation of federal funds to the State, the conflicting part of this Agreement is inoperative solely to the extent of the conflict.

In the event of such conflict, the parties shall meet within thirty (30) days to negotiate a substitute provision. Any changes or amendments to this Agreement shall be in writing and duly executed by the parties and their representatives.

ARTICLE 17
TERM OF AGREEMENT

- 17.1** All provisions of this Agreement will become effective July 1, 2017, and will remain in full force and effect through June 30, 2019; however, if this Agreement expires while negotiations between the Union and the State are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date.
- 17.2** Either party may request negotiations of a successor Agreement by notifying the other party in writing no sooner than January 1, 2018, and no later than February 28, 2018. In the event that such notice is given, negotiations will begin at a time agreed upon by the parties.

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

Process for Feedback about Services Provided by Language Access Providers

The Health Care Authority welcomes input from the Union to improve the process of comments about services provided by language access providers. This input includes, but is not limited to, how interpreters and the Union are notified of feedback made to coordinating entity(s) regarding services provided by interpreters.

For the State

For the Union

/s/	7/28/16	/s/	7/28/16
_____	_____	_____	_____
Valerie Inforzato	Date	Sarah Clifthorne	Date

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

Facility Appointment Pilot Project

The parties agree that it is inappropriate to allow facilities to request specific interpreters under the Facility Appointment Pilot Project.

Furthermore, no later than three (3) months after the start of this agreement, through an ad hoc Union Management Committee, the parties agree to discuss a rotation for Facility appointments similar to that utilized by DSHS Economic Services Administration for block-time appointments.

Further, the parties agree to meet every three (3) months during the life of the Facility Appointment Pilot Project to discuss issues and concerns with the project.

Dated July 27, 2016

For the State

For the Union

_____/s/
Valerie Inforzato

_____/s/
Sarah Clifthorne

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

Agenda Item for Interpreter Advisory Group

The parties agree the Interpreter Advisory Group will discuss creating endorsements for DSHS certifications and authorizations based on an interpreter achieving significant additional training in a given field. Fields of expertise considered for individual endorsements could include, but not be limited to, services requested by oncologists, cardiologists, mental health providers, family counseling meetings, drug and alcohol rehabilitation meetings, and domestic violence related meetings.

Dated July 30, 2016

For the State:

For the Union:

_____/s/
Valerie Inforzato

_____/s/
Sarah Clifthorne

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

DSHS Travel Premium Pilot

The parties agree to a DSHS Travel Premium Pilot that will be implemented during the term of this Agreement. The purpose of the pilot is to increase language access, and to increase the utilization of the more cost-effective procurement process through a coordinating entity instead of the more costly procurement process through language agencies contracted by the Department of Enterprise Services.

- A. Effective July 1, 2017 DSHS will pay Language Access Providers a travel premium when all of the following criteria are met:
1. The language access provider travels from their home or place of business to a DSHS-scheduled appointment or from a DSHS-scheduled appointment to their home or place of business and the travel is more than thirty (30) miles one way;
 2. The appointment is not a DSHS block-time appointment;
 3. The DSHS appointment is not for Arabic, Cantonese, Korean, Russian, Somali, Spanish, or Vietnamese within the following city limits: Everett, Lynnwood, Bellevue, Seattle, Tacoma, Olympia, Tumwater, Lacey, Spokane, Yakima, or Vancouver; and
 4. The language access provider is not travelling to or from a non-DSHS appointment.
- B. The travel premium applies for travel beyond the first thirty (30) miles one way and is paid in fifteen (15) mile increments, excluding the first 30 (thirty) miles one way. Each fifteen (15) mile increment is equal to one fifteen (15) minute increment, with any fraction of an increment rounded up to the nearest fifteen (15) minute increment per the hourly rate in Article 6.2.

Example:

Olympia to Aberdeen = 60 miles

Ineligible miles = 30 miles

Equals eligible miles = 30 miles

Reimbursed as time for travel premium = 30 minutes

Equivalent to 2 units per Article 6.2A

- C. Mileage calculations will be determined by the coordinating entity(s) using an HCA-approved web-based mapping service.
- D. The travel premium paid by DSHS during the term of this Agreement is capped at seventy-five thousand dollars (\$75,000) for SFY 2018 and seventy-five thousand dollars (\$75,000) for SFY 2019.
- E. By January 31, 2018 the State will review the data associated with this pilot, to determine if this pilot reduces DSHS' use of the more costly procurement through DES-contracted language agencies by 10% (ten percent).

If the costs are not reduced by 10% (ten percent), DSHS will either terminate the pilot or extend the pilot from quarter to quarter after reviewing the data to determine continuation or termination of the pilot by April 30, July 31, and October 21, 2018, and January 31 and April 30, 2019.
- F. While the pilot is active, the State will notify the Union of the data analysis by the 15th day of February, May, August, and November 2018 and February and May 2019.
- G. If DSHS terminates or extends the pilot, DSHS will notify the Union at least thirty (30) days in advance of the anticipated termination or extension.
- H. The parties agree that the pilot status, outcomes, and issues or concerns about the pilot may be addressed at Union-Management Committee meetings.
- I. Notwithstanding any of foregoing provisions, this pilot will terminate no later than June 30, 2019.
- J. The parties agree to discuss the possibility of expanding the travel premium to HCA appointments to increase language access during the term of this Agreement.

Dated: July 30, 2016

For the State:

For the Union:

_____/s/
Valerie Inforzato

_____/s/
Sarah Clifthorne

THE PARTIES, BY THEIR SIGNATURES BELOW, ACCEPT AND AGREE TO THE TERMS AND CONDITIONS OF THIS COLLECTIVE BARGAINING AGREEMENT.

Executed this 1st day of July, 2017

For the Washington Federation of State Employees, AFSCME Council 28:

/s/
Greg Devereux
WFSE Executive Director

/s/
Brendan Crowley
WFSE Labor Advocate