

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
THE WASHINGTON FEDERATION OF STATE EMPLOYEES ASSOCIATION OF
WASHINGTON ASSISTANT ATTORNEYS GENERAL (AWAAG)**

SSB 5101 Implementation

Due to the passage of Substitute Senate Bill 5101 adding hate crimes to the existing protected leave status for victims of sexual assault, stalking, or domestic violence, effective January 1, 2026, The parties agree to modify provisions of the Collective Bargaining Agreement as indicated below:

Article 12, Section 12.1

Under this Agreement, neither party will discriminate against employees on the basis of religion, age, sex, status as a breast/chest feeding parent, marital status, race, color, creed, national origin, political affiliation, military status, status as an honorably discharged veteran, disabled veteran or Vietnam era veteran, sexual orientation, gender expression, gender identity, any real or perceived sensory, mental or physical disability, genetic information, status as a victim of domestic violence, sexual assault, ~~or stalking~~ or a hate crime, citizenship, immigration status or because of the participation or lack of participation in union activities. Bona fide occupational qualifications based on the above traits do not violate this Section

This MOU shall be effective January 1, 2026

Dated November 19, 2025

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

For the Employer

Brenda Moen

Brenda Moen, Labor Negotiator
OFM/SHR Labor Relations &
Compensation Policy Section

For the Union

Becky Stephens

Becky Stephens, Labor Negotiator
WFSE-AWAAG 11/19/2025