

1 MEMORANDUM OF UNDERSTANDING
2 BETWEEN
3 EASTERN WASHINGTON UNIVERSITY
4 AND
5 WASHINGTON FEDERATION OF STATE EMPLOYEES
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7 This Memorandum of Understanding (MOU) sets forth the following Agreement between the
8 Washington Federation of State Employees, AFSCME Council 28 (The "Union") and Eastern
9 Washington University (The "University") regarding updates to Federal Title IX Regulations.
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11 In an effort to comply with updated Federal regulations regarding investigations, hearings, and
12 decisions on formal Title IX complaints against employees for sexual misconduct and
13 interpersonal violence, the parties agree as follows:
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15 Article 37.4, Article 37.5, Article 37.6, Article 37.7 and Article 40 of the Collective Bargaining
16 Agreement (CBA) between Eastern Washington University (EWU) and the Washington
17 Federation of State Employees (WFSE) shall not apply to investigations, hearings, and decisions
18 regarding formal Title IX complaints against employees for sexual misconduct and interpersonal
19 violence. Title IX investigations, hearings, and decisions shall be conducted in accordance with,
20 and subject to, applicable law and University policy.
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22 This Agreement shall be effective upon execution, and shall be attached to the current CBA.
23 Upon expiration of the current CBA, the parties agree to incorporate this Agreement into the
24 body of the successor CBA.
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28 THE WASHINGTON FEDERATION OF
29 STATE EMPLOYEES

EASTERN WASHINGTON UNIVERSITY

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33 BY: /s/James Dannen
34 James Dannen, Labor Advocate

BY: 
Spenser Ross, Labor Relations Manager

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38 DATE: 5/04/21

DATE: 5-4-2021