

MEMORANDUM OF UNDERSTANDING
BETWEEN
RENTON TECHNICAL COLLEGE
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES

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:

3.5 Non-Discrimination

Neither the College, nor the Union, shall knowingly discriminate against any employee subject to this Agreement on the basis of race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, **status as a victim of domestic violence, sexual assault, or stalking or a hate crime**, gender identity, marital status, creed, religion, honorably discharged veterans or military status, or use of a trained guide dog or service animal. The Union and the College recognize the requirements Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 504 and 508 of the Rehabilitation Act of 1973, the Americans with Disabilities Act and ADA Amendment Act, the Age Discrimination Act of 1975, the Violence Against Women Reauthorization Act and Washington State Law Against Discrimination, Chapter 49.60 RCW and mutually agree to support the provisions of the College's Strategic Equity Plan insofar as such plan does not conflict with other provisions of this Agreement. The parties further agree that the purpose of the plan is for achieving equity in employment practices wherever it may be lacking in compliance with the letter and spirit of the law. Hiring policies will be adapted to ensure equal employee opportunities. Only qualified personnel will be considered for any position.

11.7 Used for Sick Leave

D. Leave for Domestic Violence Leave as required by RCW 49.76, **including leaves for victims of domestic violence, sexual assault, stalking, or a hate crime.**

13.8 Domestic Violence Leave

In accordance with the Domestic Violence Leave Act, RCW 49.76, leave without pay, including intermittent leave, will be granted to an employee who is a victim of domestic violence, sexual assault, ~~or~~ **stalking or a hate crime**. Family members of a victim of

domestic violence, sexual assault, ~~or~~ stalking **or a hate crime** will be granted leave without pay to help the victim obtain treatment or seek help. Family member for the purpose of domestic violence leave includes child, spouse, state registered domestic partner, as defined by RCWs 26.60.020 and 26.60.030, parent, parent-in law, grandparent or a person the employee is dating. The Employer may require verification from the employee requesting leave.

This MOU shall be effective January 1, 2026.

Linda Michaud Emin

Linda Emin, Ph.D.
WFSE Labor Negotiator

Lesley Hogan

Lesley Hogan, Vice President of Human Resources
Renton Technical College