



Memorandum of Understanding  
Between  
AFT – Classified (AFT) and  
Renton Technical College

**Leave with Pay in Response to Emergency Proclamation 25-07**

On December 10, 2025, Governor Bob Ferguson issued emergency Proclamation 25-07 declaring a state of emergency exists in all areas of the State of Washington. All state agencies have been directed to utilize state resources to respond to and recover from the extreme weather event. Because this event has caused employees to experience extraordinary or severe impacts, such as displacement from their homes temporarily or permanently through evacuation or significant damage or loss throughout Washington State, the parties enter into this agreement for the purpose of assisting state employees who have been directly impacted by this emergency.

Beginning December 10, 2025, the following shall apply:

The Employer may temporarily grant up to twenty-four (24) hours of leave with pay to employees who are experiencing extraordinary or severe impacts, such as displacement from their homes temporarily or permanently through evacuation or significant damage or loss. Employers may require verification of the use of leave with pay.

If twenty-four (24) hours of leave with pay are approved, an employee is not required to use the twenty-four (24) hours of leave with pay consecutively, and it does not need to be taken in full day increments.

**This MOU shall be effective December 10, 2025, and will expire when the emergency proclamation 25-07 has been rescinded or when the emergency rule is rescinded, whichever is first. This MOU does not set a precedent and all other terms of the 2025-2028 Collective Bargaining Agreement remain in effect.**

A handwritten signature in black ink that reads "Jonathan Wilder".

Jonathan Wilder (Jan 15, 2026 11:35:33 PST)

Jonathan Wilder  
AFT Classified President

A handwritten signature in black ink that reads "Lesley Hogan".

Lesley Hogan, Vice President of Human Resources  
Renton Technical College