

**Memorandum of Understanding  
By and Between  
Thurston County,  
Thurston County District Court,  
and  
AFSCME/WSCCCE Local 618-DC**

**Re: Eliminating the “WPSL First” Rule from Article 13.2.B, Effective January 1, 2022**

On January 1, 2018, the Washington State Paid Sick Leave (WPSL) law, [RCW 49.46.210](#), went into effect, creating a separate type of paid sick leave for Thurston County employees. Under County policy and Article 13.2.B of the 2020-2022 Collective Bargaining Agreement, employees in the 618-DC bargaining unit have been required to apply any accrued WPSL hours first to sick leave absences before using accrued traditional sick leave hours. This is commonly referred to as the “WPSL first” rule.

Based on guidance from the Washington State Department of Labor and Industries, the County has revised county policy to remove the WPSL first rule. To ensure a consistent practice for all employees, the parties agree to remove the rule from the collective bargaining agreement by making the following change to Article 13.2.B, effective January 1, 2022:

*B. Sick leave with pay for regular employees may be authorized and paid for the hours the employee was regularly scheduled to work on that day. Accrued WPSL hours ~~will be applied until exhausted, before~~ and regular sick leave hours (or alternative leave hours, for those on the alternative leave plan) are applied to the at the employee’s discretion. Each day or partial day absence covered by WPSL leave, in full or in part, will be covered by WPSL protections regarding discrimination, retaliation and medical verification requirements.*

The parties agree to incorporate this change into the successor to the 2020-2022 Collective Bargaining Agreement.

By their signatures below, the parties acknowledge their understanding and agreement:

**AFSCME/WSCCCE  
LOCAL 618 DC**

**THURSTON COUNTY  
DISTRICT COURT**

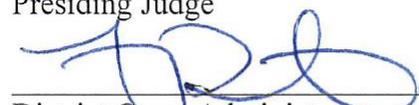
SIGNED FOR THE UNION:

SIGNED FOR THE COURT:

Theresa Garza /S/ via email, 1/18/2022  
Chairperson, Local 618-DC

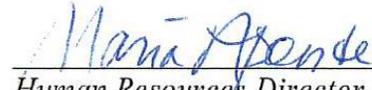
  
\_\_\_\_\_  
Presiding Judge

Hannah Hollander /S/ via email, 1/6/2022  
WSCCCE Staff Representative

  
\_\_\_\_\_  
District Court Administrator

**THURSTON COUNTY**

*SIGNED FOR THE COUNTY:*

  
\_\_\_\_\_

*Human Resources Director*

  
\_\_\_\_\_

*Labor Relations Negotiator*