

1 **MEMORANDUM OF UNDERSTANDING**  
2 **BETWEEN**  
3 **THE STATE OF WASHINGTON COMMUNITY COLLEGE COALITION**  
4 **AND**  
5 **THE WASHINGTON FEDERATION OF STATE EMPLOYEES**  
6 **COMMUNITY COLLEGE COALITION**  
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8 **2017-2019 Collective Bargaining Agreement - Article 2 - Non-Discrimination**  
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10 This Memorandum of Understanding is entered into by and between the State, on behalf  
11 of the Community College Coalition (Employer), (State CCC) and The Washington  
12 Federation of State Employees Community College Coalition (Union or WFSE CCC).  
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14 HB 2661 modifies RCW 49.76 to include protection from discrimination for victims of  
15 domestic violence, sexual assault or stalking, effective June 7, 2018. The parties agree  
16 to modify Article 2, Non-Discrimination, of the parties' 2017-2019 Collective  
17 Bargaining Agreement to incorporate changes in the law, effective June 7, 2018, as  
18 follows:  
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20 **ARTICLE 2**

21 **NON-DISCRIMINATION**

22 **2.1** Under this Agreement, neither party will discriminate against employees on the  
23 basis of religion, age, sex, marital status, race, color, creed, national origin,  
24 political affiliation, military status, status as an honorably discharged veteran, a  
25 disabled veteran or Vietnam era veteran, sexual orientation, gender expression,  
26 gender identity, any real or perceived sensory, mental or physical disability,  
27 genetic information, pregnancy, status as a victim of domestic violence, sexual  
28 assault, or stalking, or because of the participation or lack of participation in union  
29 activities. Bona fide occupational qualifications based on the above traits do not  
30 violate this Section.

31 **2.2** Employees who feel they have been the subjects of discrimination are encouraged  
32 to discuss such issues with their supervisor or other management staff, or file a  
33 complaint in accordance with the Employer's policy. In cases where an employee

1 files both a grievance and an internal complaint regarding the same alleged  
2 discrimination, the grievance will be suspended until the internal complaint  
3 process has been completed.

4 **2.3** Both parties agree that unlawful harassment will not be tolerated.

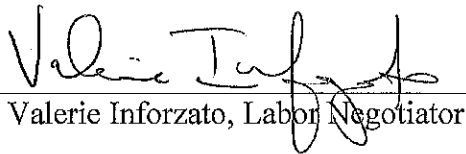
5 **2.4** Both parties agree that nothing in this Agreement will prevent the implementation  
6 of an approved affirmative action plan.

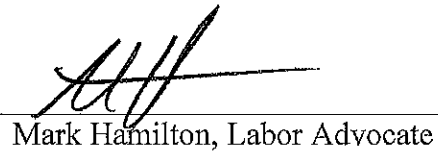
7 **2.5** Both parties agree that nothing in this Agreement will prevent an employee from  
8 filing a complaint with the Washington State Human Rights Commission, Office  
9 of Civil Rights, or the Equal Employment Opportunities Commission.

10 By the signatures below, the parties enter into this agreement without prejudice or  
11 precedent to future actions either party may take in matters of a similar nature. This  
12 Memorandum of Understanding shall become effective June 7, 2018.  
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For the State CCC

For the Union CCC

  
Valerie Inforzato, Labor Negotiator

  
Mark Hamilton, Labor Advocate

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