

**MEMORANDUM OF UNDERSTANDING
BETWEEN
WASHINGTON ASSOCIATION OF FISH AND WILDLIFE PROFESSIONALS
AND
STATE OF WASHINGTON**

The State and the Washington Association of Fish and Wildlife Professionals agree that it is in the interests of both parties to resolve the pending grievances and the Unfair Labor Practice complaint arising out of the implementation and interpretation of the current collective bargaining agreement by immediately implementing 2007-2009 contract terms:

1. Washington Department of Fish and Wildlife agrees to implement the following contract language regarding exchange time upon notification of the Association's ratification of the agreement: "With approval of the Appointing Authority, overtime exempt employees will accrue exchange time for hours worked in excess of the normal forty (40) hour workweek. Exchange time may be accrued at straight time to a maximum of eighty (80) hours. Exchange time has no cash value and cannot be transferred between agencies." The Association and the Agency will work together to develop a liquidation strategy for those employees who have more than eighty (80) hours of exchange time. The Agency and the Association will continue to work together to streamline the approval process for exchange time.
2. The Washington Department of Fish and Wildlife agrees to compensate Oil Spill Team members standby pay of 7% retroactive to July 1, 2005 and continue that practice forward. This agreement will conform to the agreement which was reached in prior discussions with AG Mitch Sachs. The Agency also agrees to designate two Oil Spill Team members as being on standby each day.
3. The Association agrees to withdraw all current grievances regarding exchange time, oil spill team compensation, demands to bargain and the currently pending ULP upon implementation of this agreement.

On behalf of WAFWP

On behalf of State of Washington

DATE

DATE