
COLLECTIVE BARGAINING AGREEMENT

INTERPRETERS



Vereinen Sie! Ενώστε! 

团结! Unisca! Объединяйтесь!

¡Unidos! Verenig me! Unissez!

결합하십시오! 結合しなさい!

UNITED

for professional pay, benefits and respect!

THE STATE OF WASHINGTON

AND

WASHINGTON FEDERATION OF STATE EMPLOYEES, AFSCME COUNCIL 28, FOR LANGUAGE ACCESS PROVIDERS

EFFECTIVE

JULY 1, 2011 THROUGH JUNE 30, 2013



2011-2013

**WASHINGTON FEDERATION OF STATE EMPLOYEES, AFSCME COUNCIL
28, FOR LANGUAGE ACCESS PROVIDERS
2011-2013**

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PREAMBLE

This document constitutes an Agreement by and between the Governor of the State of Washington (hereinafter referred to as the “State”) and the Washington Federation of State Employees, AFSCME, Council 28, AFL-CIO, (hereinafter referred to as the “Union”) in accordance with the provisions of RCW 41.56.

ARTICLE 1 UNION RECOGNITION

1.1 Recognition

The Washington Federation of State Employees, AFSCME, Council 28, AFL-CIO is recognized as the sole and exclusive representative for language access providers as defined in RCW 41.56.030(11). "Language access provider" means any independent contractor who provides spoken language interpreter services for Department of Social and Health Services appointments or Medicaid enrollee appointments whether paid by a broker, language access agency, or the Department of Social and Health Services. "Language access provider" does not mean an owner, manager, or employee of a broker or language access agency. The parties acknowledge and agree that a statewide unit is the only unit appropriate for purposes of collective bargaining.

1.2 Posting of Agreement

The State will post the Agreement electronically on the Office of Financial Management – Labor Relations Office web page.

ARTICLE 2 NON-DISCRIMINATION

2.1 The State and the Union are committed to a policy of non-discrimination. The State shall not discriminate with respect to matters specified in RCW 41.56.510(2)(c) on the basis of race, gender, sex, sexual orientation, creed, religion, color, marital or parental status, age, national origin, ancestry, military status, citizenship status, political affiliation and/or beliefs, or disability.

2.2 This Article shall not be construed as otherwise limiting or impeding the right of third parties and/or Department of Social and Health Services representatives to select and/or contract with any interpreter based on the specific needs of the Limited English Proficiency client.

ARTICLE 3 UNION RIGHTS

3.1 The State shall remain neutral on the question of union membership and union representation for interpreters. All questions addressed to the State concerning membership or representation by the Union will be referred to the Union.

3.2 The State shall not meet, discuss, confer, subsidize or negotiate with any other labor or language access provider organization or its representatives on matters specified in RCW 41.56.510(2)(c).

3.3 The State will not, on account of membership or non-membership in the Union, discriminate against, intimidate, restrain or coerce an interpreter on account of the

exercise of rights granted by this Agreement or in protected activities on behalf of the Union.

3.4 Orientation

A. Written testing administered in a Department of Social and Health Services building

The State will make reasonable efforts to provide the Union access to a meeting space thirty (30) minutes after the start of written testing to provide information about the Union and this Agreement to testing applicants. If a meeting space is not available, the Union will be granted access to the testing room thirty (30) minutes prior to the start of registration to provide information about the Union and this Agreement to testing applicants.

B. Written testing not administered in a Department of Social and Health Services building

The Union will be responsible for scheduling and costs associated with a meeting space to provide information about the Union and this Agreement to testing applicants.

C. The Union may provide the Language Testing and Certification program a one (1) page brochure outlining information about the Union and this Agreement for distribution to testing applicants. Pursuant to Article 11, the Union may provide a Union dues/fees authorization card for distribution with the one (1) page brochure. This one (1) page brochure will be neutral in content and approved by the State prior to distribution.

D. When the Language Testing and Certification program notifies testing applicants of their written testing location, they will also notify the applicants of the Union's meeting space location and times under Section 3.4 A.

ARTICLE 4

PROFESSIONAL DEVELOPMENT AND TRAINING

4.1 The purpose of the professional development and training requirements is to maintain the skill levels interpreters possess at the time she or he passes the Department of Social and Health Services certification examination, and to further enhance their skills and knowledge. Both the State and the Union encourage interpreters to complete continuing education courses.

4.2 The parties agree to establish an ad hoc professional development committee under the provisions of Article 8, Union-Management Communication Committees, to do the following within six (6) months of the effective date of this Agreement:

- A. Produce a list of continuing education courses offered by professional interpreter organizations or higher education institutions. The list of continuing education courses will be regularly updated and published on the DSHS website.
 - B. Explore possibilities of partnering with professional interpreter organizations on professional development and training for interpreters.
 - C. Explore possibilities to promote the use of skilled and experienced interpreters for use by the State and/or third parties.
 - D. Determine whether there is a financial impact of any recommendation(s) developed from this ad hoc committee.
 - E. The number of participants on this ad hoc committee will be four (4) from DSHS, four (4) from the Union, one (1) higher education institutions and one (1) from language access provider organizations (NOTIS, WITS, WASCLA, etc.) The State and the Union must mutually agree on participants from higher education institutions and professional interpreter organizations.
 - F. If the State decides to implement any recommendations from the committee, it will give notice to the Union in accordance with Article 9, Mandatory Subjects.
- 4.3** The State will annually provide a copy of the “DSHS Language Interpreter Translator Code of Professional Conduct” to Medicaid medical providers.

ARTICLE 5 DOCUMENTATION

- 5.1** The authorized requester, interpreter and the coordinating entity will be required to complete the appointment record form and that will be the only basis for payment by the State and/or third parties, unless otherwise required by Medicaid regulations. DSHS may also require the completion of daily logs for appointments that list patients/clients, type of service, case-worker payment and service duration that were provided during the block-time appointment.
- 5.2** The State and/or third parties will require authorized requestors to sign payment documents indicating the arrival and departure times of the interpreter and the appointment start and end times.

ARTICLE 6

ECONOMIC COMPENSATION

- 6.1** For interpreters who are contracted through the brokerage system existing on July 1, 2011, the rate of pay will be thirty dollars (\$30.00) per hour for in-person and block time appointments for spoken language interpreter services. If the Department of Social and Health Services contracts directly with a language agency, or directly with an interpreter, the interpreter will be paid a minimum of thirty dollars (\$30.00) per hour.
- 6.2 Definitions**
- A. In-person appointments are defined as appointments where an interpreter provides interpreter services face to face to a specific patient or client(s).
 - B. Block time appointments are defined as appointments that are scheduled for a specific time period rather than for a specific patient or client.
- 6.3 Appointment Times**
- A. Minimums
An interpreter will be paid a minimum of one (1) hour for each in person appointment, regardless of the number of Limited English Proficiency clients present and served during the appointment. In-person appointments lasting longer than the minimum will be paid in fifteen (15) minute increments with any fraction of an increment rounded up to the nearest fifteen (15) minute increment. Block time appointments will be scheduled for a minimum of two (2) hours and interpreters will be paid for the duration of the scheduled block time appointment.
 - B. Start times
The start time of the in-person and block time appointments will be the scheduled start time or the time the interpreter arrives, whichever is later, unless the authorized requester, patient/client, and interpreter all agree to start earlier.
- 6.4 Background Checks**
Annually, the Interpreter will obtain one criminal history background check and keep it on file with one broker.
- 6.5 Punitive Fines**
Brokers, language agencies and/or coordinating entity(s) will not issue punitive fines to interpreters for alleged infractions.
- 6.6 No-shows**
If a client, patient or authorized requester fails to show for an appointment, an interpreter will be paid for thirty (30) minutes.

6.7 Cancellations

If a client, patient or authorized requester cancels less than twenty-four (24) hours before the start of the appointment, an interpreter will be paid for thirty (30) minutes.

6.8 Double Booking

If two (2) interpreters are scheduled for the same appointment, the interpreter with the earliest documented appointment confirmation will complete the appointment, unless otherwise agreed by the interpreters. When a broker double books an appointment with two foreign language agencies and more than one interpreter show up for the appointment, the broker will pay the interpreter who does not fulfill the appointment thirty (30) minutes at the hourly rate specified in Section 6.1.

6.9 Extended Services

If asked by an authorized requestor, an interpreter may choose, but not be required to stay beyond the scheduled end time of an appointment. If the interpreter chooses to stay, the interpreter will be paid in accordance with Sections 6.1 and 6.3A.

6.10 Payment Timelines

A. Prior to HCA implementing a new model for delivery of interpreter services per 2ESHB 1087

Once Health Care Authority (HCA) receives a properly completed invoice by the 20th of each month for the previous month's business from the Broker, Health Care Authority will remit funds necessary to pay for language access provider services within thirty (30) days. The broker will remit payment to the language agency within seven (7) business days of receiving payment from Health Care Authority. The broker will include in their contracts with language agencies a requirement to remit payment to the interpreter within seven (7) business days of receiving payment from the broker in accordance with section 6.12. This subsection is not subject to the grievance procedure in Article 7.

B. After HCA implements a new model for delivery of interpreter services per 2ESHB 1087

Once Health Care Authority receives a properly completed invoice by the 20th of each month for the previous month's business from the coordinating entity(s), Health Care Authority will remit funds necessary to pay for language access provider services within thirty (30) days. The coordinating entity(s) will remit payment to the interpreter within seven (7) business days in accordance with section 6.12.

6.11 Transportation

A. Mileage

If an appointment is more than ten (10) miles from the interpreter's home address, place of business or previous appointment on the same day, the

broker/coordinating entity will pay the interpreter mileage at 50% of the state standard business mileage rate for miles driven to and from the appointment.

- B. Parking
The broker/coordinating entity will reimburse the cost of parking based upon appropriate documentation.
- C. Alternative Transportation
Ferry, bus, train or toll expenses an interpreter incurs to travel to an appointment from the interpreter's home address, place of business or previous appointment on the same day will be reimbursed by the broker/coordinating entity based upon appropriate documentation.

6.12 Interpreters will have the options of receiving their paychecks directly through the postal service, or through direct deposit, or through another mutually-agreed upon process, at no cost to the interpreter.

ARTICLE 7 GRIEVANCE PROCEDURE

7.1 The Union and the State agree that it is in the best interest of all parties to resolve disputes at the earliest opportunity and at the lowest level. The Union and the State encourage problem resolution between interpreters, the State and/or third-parties and are committed to assisting in resolution of disputes as soon as possible. In the event a dispute is not resolved in an informal manner, this Article provides a formal process for problem resolution.

7.2 Terms and Requirements

- A. Grievance Definition
A grievance is a dispute regarding the meaning or implementation of the provisions of this Agreement. The term "grievant" as used in this Article includes the term "grievants." The Union may not grieve issues outside the scope of this Agreement.
- B. Filing a Grievance
Grievances may be filed by the Union on behalf of an interpreter or on behalf of a group of interpreters. If the Union does so, it will set forth the name of the interpreters or the names of the group of interpreters.
- C. Computation of Time
The time limits in this Article must be strictly adhered to unless mutually modified in writing. Days are calendar days, and will be counted by excluding the first day and including the last day of timelines. When the last day falls on a Saturday, Sunday or holiday, the last day will be the next day which is not a Saturday, Sunday or holiday. Transmittal of

grievances, appeals and responses will be in writing, and timelines will apply to the date of receipt, not the date of postmarking.

D. Failure to Meet Timelines

Failure by the Union to comply with the timelines will result in automatic withdrawal of the grievance. Failure by the State to comply with the timelines will entitle the Union to move the grievance to the next step of the procedure.

E. Contents

The written grievance must include the following information:

1. A statement of the pertinent facts surrounding the nature of the grievance;
2. The date upon which the incident occurred;
3. The specific Article and Section of the Agreement;
4. The steps taken to informally resolve the grievance and the individuals involved in the attempted resolution;
5. The specific remedy requested;
6. The name(s) of the grievant; and
7. The name and signature of the union representative.

F. Resolution

If the State provides the requested remedy or a mutually agreed-upon alternative, the grievance will be considered resolved and may not be moved to the next step.

G. Withdrawal

A grievance may be withdrawn at any time.

H. Resubmission

If terminated, resolved or withdrawn, a grievance cannot be resubmitted.

I. Consolidation

The State and the Union may mutually agree to consolidate grievances arising out of the same set of facts.

J. Bypass

Any of the steps in this procedure may be bypassed with mutual written consent of the parties involved at the time the bypass is sought.

K. Alternative Resolution Methods

Any time during the grievance process, by mutual consent, the parties may use alternative mediation methods to resolve a grievance. If the parties agree to mediation, the time frames in this Article are suspended. If mediation does not result in a resolution, within fifteen (15) days of the last mediation session the Union may return to the grievance process and the time frames resume. Any expenses and fees of mediation will be shared equally by the parties.

The proceedings of any alternative dispute resolution process will not be reported or recorded in any manner, except for agreements that may be reached by the parties during the course of the meeting. Statements made by or to any party or other participant in the meeting may not later be introduced as evidence, may not be made known to an arbitrator or hearings examiner at a hearing, and may not be construed for any purpose as an admission against interest, unless they are independently admissible.

7.3 Filing and Processing

A. Filing

A grievance must be filed within thirty (30) days of the occurrence giving rise to the grievance or the date the grievant knew or could reasonably have known of the occurrence. This thirty (30) day period will be used to attempt to informally resolve the dispute.

B. Processing

Step 1 – State Designated Representative:

If the issue is not resolved informally, the Union may present a written grievance to the State designated representative within the thirty (30) day period described above. The State designated representative will meet or confer by telephone with a union steward and/or staff representative and the grievant within fifteen (15) days of receipt of the grievance, and will respond in writing to the Union within fifteen (15) days after the meeting.

Step 2 – Pre-Arbitration Review Meetings:

If the grievance is not resolved at Step 1, the Union may request a pre-arbitration review meeting by filing the written grievance including a copy of the Step 1 response and supporting documentation with the Director of the OFM Labor Relations Office (OFM/LRO) within thirty (30) days of the Union's receipt of the Step 1 decision. Within fifteen (15) days of the receipt of all the required information, the OFM/LRO will discuss with the Union:

1. If a pre-arbitration review meeting will be scheduled with the OFM/LRO Director or designee, the State designated representative, and the Union's staff representative to review and attempt to settle the dispute.

2. If the parties are unable to reach agreement to conduct a meeting, the OFM/LRO Director or designee will notify the Union in writing that no pre-arbitration review meeting will be scheduled.

If a pre-arbitration review meeting is to be scheduled, the meeting will be conducted at a mutually agreeable time. The meeting will be scheduled within thirty (30) days of the receipt of the request.

The proceedings of the pre-arbitration review meeting will not be reported or recorded in any manner, except for agreements that may be reached by the parties during the course of the meeting. Statements made by or to any party or other participant in the meeting may not later be introduced as evidence, may not be made known to an arbitrator or hearings examiner at a hearing, and may not be construed for any purpose as an admission against interest, unless they are independently admissible.

Step 3 – Arbitration:

If the grievance is not resolved at Step 2, or the OFM/LRO Director or designee notifies the Union in writing that no pre-arbitration review meeting will be scheduled, the Union may file a request for arbitration. The demand to arbitrate the dispute must be filed with the American Arbitration Association (AAA) within thirty (30) days of the pre-arbitration review meeting or receipt of the notice that no pre-arbitration review meeting will be scheduled.

C. Selecting an Arbitrator

The parties will select an arbitrator by mutual agreement or by alternately striking names supplied by the AAA, and will follow the Labor Arbitration Rules of the AAA unless they agree otherwise in writing.

D. Authority of the Arbitrator

1. The arbitrator will:
 - a. Have no authority to rule contrary to, add to, subtract from, or modify any of the provisions of this Agreement;
 - b. Be limited in his or her decision to the grievance issue(s) set forth in the original written grievance unless the parties agree to modify it;
 - c. Not make any award that provides an interpreter with greater rate of payment than would have resulted had there been no violation of this Agreement.
2. The arbitrator will hear arguments on and decide issues of arbitrability before the first day of arbitration at a time convenient for the parties, through written briefs, immediately prior to hearing the case on its merits, or as part of the entire hearing and decision-

making process. If the issue of arbitrability is argued prior to the first day of arbitration, it may be argued in writing or by telephone, at the discretion of the arbitrator. Although the decision may be made orally, it will be put in writing and provided to the parties.

3. The decision of the arbitrator will be final and binding upon the Union, the State and the grievant.

E. Arbitration Costs

1. The expenses and fees of the arbitrator, and the cost (if any) of the hearing room, will be shared equally by the parties.
2. If the arbitration hearing is postponed or canceled because of one party, that party will bear the cost of the postponement or cancellation. The costs of any mutually agreed upon postponements or cancellations will be shared equally by the parties.
3. If either party desires a record of the arbitration, a court reporter may be used. If that party purchases a transcript, a copy will be provided to the arbitrator free of charge. If the other party desires a copy of the transcript, it will pay for half of the costs of the fee for the court reporter, the original transcript and a copy.
4. Each party is responsible for the costs of its staff representatives, attorneys, and all other costs related to the development and presentation of their case. The Union is responsible for paying any travel or per diem expenses for its witnesses, the grievant and the union steward.

7.4 Successor Clause

Grievances filed during the term of this Agreement will be processed to completion in accordance with the provisions of this Agreement.

7.5 Election of Remedies

Arbitrating a claim under this Article constitutes a waiver of the right to pursue the same claim before any judicial or other forum. Pursuit of a claim before any judicial or other forum constitutes a waiver of the right to pursue the same claim through arbitration under this Article.

ARTICLE 8

UNION-MANAGEMENT COMMUNICATION COMMITTEES

8.1 Purpose

For the purpose of maintaining communications between the Union and the State in order to cooperatively discuss matters of mutual concern, including but not limited to: implementation of this Agreement and proposed initiatives, rules or policies.

8.2 Meetings

Up to four (4) Union representatives and up to four (4) State representatives will participate in union-management communication committees established under this Article. If agreed to by the parties, additional representatives may be added. The parties are encouraged to select participants for these discussions who are representative of the issues to be discussed, who possess programmatic knowledge, and who bring to the discussion the authority to make decisions on behalf of the parties. The parties shall meet at least quarterly unless otherwise mutually agreed. Meetings should be held at mutually convenient times and locations. The parties shall exchange agendas one (1) week prior to the scheduled meeting. There shall be at least a two (2) weeks notice of these meetings.

8.3 Upon mutual agreement, ad hoc union management communication committees may be established.

8.4 All of the committee meetings established under this Article will be used for discussions only, and the committees will have no authority to conduct any negotiations, bargain collectively or modify any provision of this Agreement. The parties are authorized, but not required to document mutual understandings. If topics discussed result in follow-up by either party, communication will be provided by the responsible party. The committees' activities and discussions will not be subject to the grievance procedure in Article 7.

ARTICLE 9

MANDATORY SUBJECTS

9.1 The State will satisfy its collective bargaining obligation before making a change with respect to a matter that is a mandatory subject as specified in RCW 41.56.510(2)(c). The State will notify the Executive Director of the Union of these changes in writing, citing this Article, and the Union may request negotiations on the impact of these changes. In the event the Union does not request negotiations within twenty-one (21) calendar days of receipt of the notice, the State may implement the changes without further negotiations. There may be emergency or mandated conditions that are outside of the State's control requiring immediate implementation, in which case the State will notify the Union as soon as possible.

- 9.2 The parties will agree to the location and time for the negotiations. Each party is responsible for choosing its own representatives for these activities.

ARTICLE 10 UNION ACTIVITIES

10.1 State Policies

If the Department of Social and Health Services develops policies/guidelines affecting mandatory subjects of bargaining for interpreters, the Department of Social and Health Services will provide the Union with either a hard or electronic copy of these policies/guidelines. The Department of Social and Health Services will provide to the Union any updates to these policies during the term of the Agreement.

ARTICLE 11 DUES/FEES DEDUCTION/STATUS REPORTS

11.1 Union Security

All interpreters covered by this Agreement that are contracted through the coordinating entity(s) that the Health Care Authority (HCA) contracts with pursuant to 2ESHB 1087 (hereinafter referred to as coordinating entity) will, as a condition of employment, either become members of the Union and pay membership dues or, as non-members, pay a fee as described in Section 11.2 below.

11.2 Union Dues/Fees

- A. In accordance with RCW 41.56.113, the State shall enforce the Union security agreement in Section 11.1 above by requiring the coordinating entity to deduct the monthly amount of dues, or for nonmembers of the Union, a fee as described below:
1. Interpreters who choose not to become union members will have deducted from their payment(s) a representation fee equal to a pro rata share of collective bargaining expenses rather than the full membership fee.
 2. An interpreter who does not join the Union based on bona fide religious tenets, or teachings of a church or religious body of which he or she is a member, will have deducted from their payments an amount equal to Union membership dues. These payments will be used for purposes within the program of the Union that are in harmony with the interpreter's conscience. Such interpreters will not be members of the Union, but are entitled to all of the representational rights of union members. Any disputes regarding the eligibility of the interpreters to make alternative payments and/or if the Union and the interpreter are unable to

mutually agree to a nonreligious charity or to another charitable organization, the matter shall be forwarded to the Public Employment Relations Commission (PERC) for final disposition.

- B. The deductions will be transmitted to the Union at the Union's official headquarters no later than the five (5) business days following receipt of payment to the coordinating entity. A list, including the full name, address, and tax identification number or other unique identification number of those for whom the deductions have been taken will accompany the payments.

11.3 Notification to the Interpreters

The State will require the coordinating entity(s) to provide a document with information of the Union's exclusive recognition and the union security provision to interpreters within fifteen (15) days of the interpreter entering the bargaining unit. A copy of the collective bargaining agreement will be provided to the interpreter at the same time. The Union will provide the information document and copies of the contract for distribution to interpreters.

11.4 Voluntary Deduction

The State agrees to include in contracts with the coordinating entity(s) to provide for the deduction from the payments to interpreters who is a member of the Union and is covered under Section 11.1 a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the interpreter and may be revoked by the interpreter at any time by giving written notice to both the coordinating entity and the Union. The State will require in its contracts with coordinating entity(s) remittance of any deductions made pursuant to this provision to the Union, at the specific address designated by the Union together with a report showing;

- A. Interpreter name
- B. Tax Identification Number or other unique identification number
- C. Amount deducted

11.5 Status Reports

The State will require its contracts with the coordinating entity(s) to provide to the Union a report each month in an electronic format of the data listed in Subsections 11.5 A-F below for each interpreter in the bargaining unit who was paid through the coordinating entity(s) as described in Section 11.1.

- A. Tax Identification Number or other unique identification number
- B. Interpreter name
- C. Mailing address
- D. Language(s)
- E. Total amount paid for month
- F. Total number of hours paid

- 11.6** For interpreters in the bargaining unit who are paid through other third parties or directly by the State outside the coordinating entity, the State will provide the Union each month:
- A. the payment date,
 - B. vendor name, and
 - C. amount paid.
- 11.7** The Union and each interpreter contracted through the coordinating entity(s) agree, for the purpose of payment of union dues/fees, to indemnify and hold harmless from liability the State from all claims, demands, suits or other forms of liability that shall arise for or on account of any deduction made in accordance with this Article from the pay of such interpreter.

ARTICLE 12 STATE RIGHTS

12.1 It is understood and agreed by the parties that the State has core management rights. Except to the extent modified by this Agreement, the State reserves exclusively all the inherent rights and authority to manage and operate its programs. The parties agree that all rights not specifically granted in this Agreement are reserved solely to the State and the State has the right to decide and implement its decisions regarding such management rights. Unless otherwise revised by statute, the mandatory subjects of bargaining between the parties shall be limited solely to: (1) economic compensation, such as manner and rate of payments; (2) professional development and training; (3) labor-management committees; and (4) grievance procedures. The parties acknowledge that the mandatory subjects of bargaining listed above are the only subjects the parties are authorized to bargain.

12.2 Rights Reserved to the State

The rights reserved solely to the State, its agents and officials and to the extent these rights may be limited by other provisions of this Agreement as expressly provided herein include, but are not limited to the right:

- A. to operate so as to carry out the statutory, mandates of the State;
- B. to establish the State's missions, programs, objectives, activities and priorities within the statutory mandates;
- C. to plan, direct and control the use of resources, including all aspects of the budget, in order to achieve the State's missions, programs, objectives, activities and priorities however, this paragraph shall not be interpreted to limit the Union's right to advocate for issues including, but not limited to budget allocations or programmatic changes that may be different from what the State may propose;

- D. to manage, direct and control all of the State's activities to deliver programs and services;
- E. to develop, modify and administer policies, procedures, rules and regulations and determine the methods and means by which operations are to be carried out;
- F. to establish qualifications of interpreters and reasonable standards of accountability, except as otherwise limited by this Agreement;
- G. to make and execute contracts and all other instruments necessary or convenient for the performance of the State's duties or exercise of the State's powers, including contracts with public and private agencies, organizations or corporations to pay them for services rendered or furnished;
- H. to determine the management organization, including recruitment, selection, retention and promotion to positions not otherwise covered by this Agreement;
- I. To extend, limit or contract out any or all services and/or programs of the State except as otherwise limited under Article 13, Mandatory Subject and specific to contracting out of bargaining unit work;
- J. to take whatever actions the State deems necessary to carry out services in an emergency. The State shall be the sole determiner as to the existence of an emergency in keeping with a reasonable and prudent standard;
- K. to modify any and all operations and work requirements in order to more efficiently and effectively provide services as a result of any existing and/or new laws, rules and regulatory provisions of state and/or federal origin which may in any way affect the State's ability to provide services;
- L. to determine the method, technological means and numbers and kinds of personnel by which operations are undertaken; and
- M. to maintain and promote the efficiency of public operations entrusted to the State.

12.3 The above enumerations of State rights are not inclusive and do not exclude other State rights not specified including, but not limited to those duties, obligations or authority provided under federal or state law and to the extent not otherwise expressly limited by this Agreement. The exercise or non-exercise of rights retained by the State shall not be construed to mean that any right of the State is waived.

12.4 No action taken by the State with respect to a management right shall be subject to a grievance or arbitration procedure unless the exercise thereof violates an express written provision of this Agreement.

12.5 Fulfillment of Statutory Obligation

As provided under RCW 41.56.510(5)(b) this Agreement expressly reserves:

The legislature's right to make programmatic modifications to the delivery of state services under chapter 74.04 RCW.

Nothing contained in this Agreement shall be construed as to subtract from, modify or otherwise diminish these rights in any manner.

**ARTICLE 13
COMPLETE AGREEMENT**

13.1 The parties hereto acknowledge that during the negotiations which resulted in this Agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are fully set forth in this Agreement. It is further understood that this Agreement fully and completely sets forth all understandings and obligations between the parties and constitutes the entire Agreement between the parties.

13.2 The Agreement expressed herein in writing constitutes the entire Agreement between the parties and no oral or written statement shall add to or supersede any of its provisions unless mutually agreed to by the parties and as otherwise provided for in this Agreement.

**ARTICLE 14
SAVINGS CLAUSE**

14.1 This Agreement shall be subject to all present and future applicable federal, state and local laws and rules and regulations of governmental authority. Should any provision of this Agreement, or the application of such provision to any person or circumstance be invalidated or ruled contrary to law by Federal or State court, or duly authorized agency, the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be affected thereby.

14.2 In the event of such invalidation, the parties shall meet within thirty (30) days to negotiate a substitute provision. Any changes or amendments to this Agreement shall be in writing and duly executed by the parties and their representatives.

ARTICLE 15
COMPLIANCE WITH FEDERAL REGULATIONS

If any part of this Agreement is found to be in conflict with federal requirements that are a prescribed condition to the allocation of federal funds to the state, the conflicting part of this Agreement is inoperative solely to the extent of the conflict.

In the event of such conflict, the parties shall meet within thirty (30) days to negotiate a substitute provision. Any changes or amendments to this Agreement shall be in writing and duly executed by the parties and their representatives.

ARTICLE 16
TERM OF AGREEMENT

- 16.1** All provisions of this Agreement will become effective July 1, 2011, and will remain in full force and effect through June 30, 2013; however, if this Agreement expires while negotiations between the Union and the State are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date.
- 16.2** Either party may request negotiations of a successor Agreement by notifying the other party in writing no sooner than January 1, 2012, and no later than February 28, 2012. In the event that such notice is given, negotiations will begin at a time agreed upon by the parties.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
WASHINGTON FEDERATION OF STATE EMPLOYEES
AND
STATE OF WASHINGTON**

The Health Care Authority welcomes input from the Union to improve the complaint process, including but not limited to, how interpreters and the Union are notified of complaints made to third parties regarding interpreters.

Date June 12, 2011

/s/

For the State

/s/

For the Union

**MEMORANDUM OF UNDERSTANDING
BETWEEN
WASHINGTON FEDERATION OF STATE EMPLOYEES
AND
STATE OF WASHINGTON**

In accordance with Article 8, the parties agree to create an ad hoc Union Management Communication Committee to focus on medical provider scheduling issues with interpreters. The parties agree that when medical providers schedule interpreters for a set amount of time greater or less than the actual appointment duration, this impacts interpreters' ability to work as independent contractors. The purpose of this committee will be to identify and develop a method in which to collect information in order to measure the difference between scheduled and actual appointment times.

- 1) The committee will exist from August 15, 2011 to October 15, 2011. Upon agreement of the parties, the committee may be extended.
- 2) The committee will consist of ten (10) members which include five (5) members from the Union and five (5) members from the State.
- 3) Each side will select one (1) Co-Chair. The Co-Chairs will meet and agree on meeting dates and agendas.
- 4) The committee will meet a minimum of two (2) times during the timeframe of August 15, 2011 through October 15, 2011. Upon mutual agreement, the committee may meet on additional dates during this timeframe.
- 5) By October 15, 2011 the information will be collected and shared with the Union unless the parties mutually agree to extend the deadline.

Date June 9, 2011

/s/

For the State

/s/

For the Union

**MEMORANDUM OF UNDERSTANDING
BETWEEN
STATE OF WASHINGTON
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES**

The State will provide monthly reports delineating the number of encounters covered by this Agreement from the previous month and the total 2011-2013 biennium dollars paid in the previous month through the HCA Interpreter Services program.

The State will provide bi-monthly reports delineating the number of encounters covered by this Agreement in the previous two months and the total number of 2011-2013 biennium dollars paid outside of the HCA Interpreter Services program.

The parties can mutually agree to adjust these reports on an as needed basis.

Dated June 10, 2011

_____/s/_____
For the State

_____/s/_____
For the Union

**MEMORANDUM OF UNDERSTANDING
BETWEEN
STATE OF WASHINGTON
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES**

The parties agree that once there is a final decision on the Public Employment Relations Commission question concerning representation of the language access provider bargaining unit (all appeals are exhausted), if court interpreting for the Department of Social and Health Services or Medicaid Administrative Match program interpreting are included in the bargaining unit, the parties agree to reopen the agreement solely to address issues specifically related to these groups. Any agreement reached will be applied prospectively.

_____/s/_____ For the State	Date		_____/s/_____ For the Union	Date
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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES**

The parties recognize that 2ESHB 1087 requires the Health Care Authority to develop and implement a new model for delivery of spoken-language interpreter services no later than January 1, 2012. The parties further recognize that implementation of this new model will likely impact certain aspects of the parties' 2011-2013 collective bargaining agreement. Therefore, the parties agree that once the new model is developed, (procurement is complete and contract is awarded) Article 6 of the collective bargaining agreement will be reopened for the purpose of negotiating the impacts of the new model for delivery of spoken-language interpreter services.

The parties recognize that the legislature reduced the maintenance level funding for the medical interpreter program in fiscal year 2012 and even further in fiscal year 2013. The legislature assumed that efficiencies would be achieved through reductions in administrative costs and utilization of technology. The rate of pay for interpreters in Article 6 of the parties' 2011-2013 collective bargaining agreement was based on maintaining the current brokerage system until HCA implements the new model for spoken language interpreter services and using fiscal year 2012 appropriations. If the State does not realize savings to account for the total reduction between fiscal year 2012 and 2013 appropriations, then the rate of pay may be negatively impacted when the parties re-negotiate Article 6 pursuant to this memorandum of understanding. If the State does realize savings to account for the total reduction between fiscal year 2012 and 2013 appropriations, then the hourly rate may be positively impacted when the parties re-negotiate Article 6 pursuant to this memorandum of understanding.

Dated June 10, 2011

/s/

For the State

/s/

For the Union

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE STATE OF WASHINGTON
AND
WASHINGTON FEDERATION OF STATE EMPLOYEES, AFSCME COUNCIL 28**

1. The Department of Enterprise Services (DES) will procure an addendum to contract #10306 (hereinafter referred to as “DSHS Addendum”) reflecting the provisions of the 2011-2013 Language Access Provider (LAP) collective bargaining agreement. The DSHS Addendum will not include Article 11, Dues/Fees Deductions/Status Reports and Article 6.10, Payment Timelines.

2. The union agrees that until March 1, 2012, when the Department of Social and Health Services (DSHS) utilizes DES contract #10306 to procure interpreter services, the union’s bargaining unit members will be paid in accordance with DES contract #10306. After March 1, 2012, bargaining unit members will be paid in accordance with the addendum for DSHS interpreter services procured through DES contract #10306.

3. Until March 1, 2012, the Washington Federation of State Employees AFSCME Council 28, knowingly, intentionally and voluntarily waives its right to file any grievances over violations of the 2011-2013 collective bargaining agreement relating to appointments procured through DES contract #10306.

Dated January 24, 2012

/s/

For the Union

/s/

For the State

THE PARTIES, BY THEIR SIGNATURES BELOW, ACCEPT AND AGREE TO THE TERMS AND CONDITIONS OF THIS COLLECTIVE BARGAINING AGREEMENT.

Executed this 28th day of June, 2011.

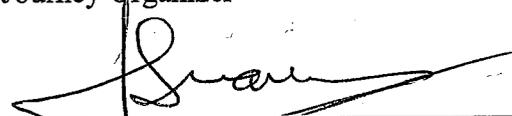
For the Washington Federation of State Employees:



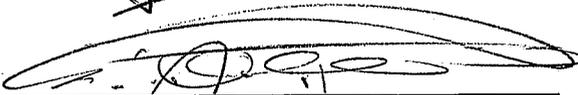
Greg Devereux
WFSE Executive Director



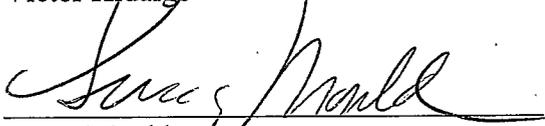
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Journey Organizer



Jessica Cofler Suarez



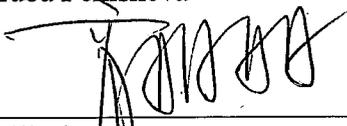
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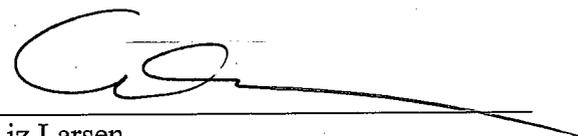
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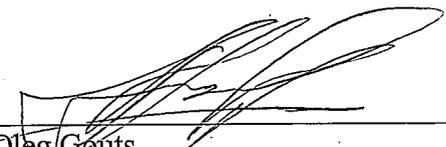
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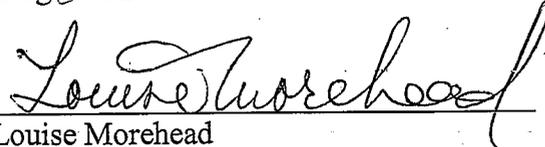
Liz Larsen
Director of Administration



Edmundo Cavazos



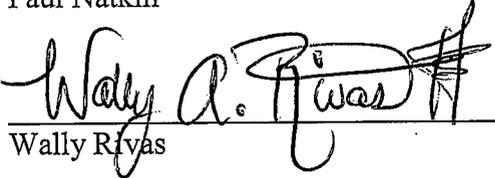
Olga Gouts



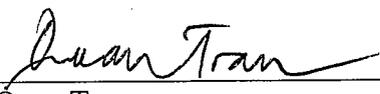
Louise Morehead



Paul Natkin



Wally Rivas



Quan Tran

THE PARTIES, BY THEIR SIGNATURES BELOW, ACCEPT AND AGREE TO THE TERMS AND CONDITIONS OF THIS COLLECTIVE BARGAINING AGREEMENT.

Executed this 20th day of June, 2011.

For the State of Washington:



Christine O. Gregoire
Governor



Ann Mitchell, Chief Negotiator
OFM Labor Relations Office