

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

Due to the passage of [Substitute Senate Bill 5101](#) adding hate crimes to the existing protected leave status for victims of sexual assault, stalking, or domestic violence, effective January 1, 2026, the parties agree to modify provisions of the Collective Bargaining Agreement as indicated below:

### **10.1 Equal Opportunity**

The College and the Union are committed to providing equal access to employment opportunities, and to maintaining a workplace that is free from discrimination. This policy shall apply to all employees and applicants for employment without regard to race, color national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, **status as a victim of domestic violence, sexual assault, or stalking or a hate crime**, gender identity, marital status, creed, religion, honorably discharged veterans or military status, or use of a trained guide dog or service animal.

### **16.6.1 Compensatory Time Use**

An employee must use compensatory time prior to using vacation leave, unless this would result in the loss of their vacation leave, or the employee is using vacation leave for domestic violence leave. Compensatory time must be used and scheduled in the same manner as vacation leave, as in Article 18. Employees may use compensatory time for leave as required by the Domestic Violence Leave Act, RCW 49.76, **including leaves for victims of domestic violence, sexual assault, stalking, or a hate crime**. Compensatory time must be used within 12 months of transfer to an overtime-exempt position within the College.

### **20.2 Use of Sick Leave**

20.2.4 Leave for Domestic Violence leave as required by RCW 49.76, **including leaves for victims of domestic violence, sexual assault, stalking, or a hate crime**.

### **22.8 Domestic Violence Leave**

In accordance with the Domestic Violence Leave Act, RCW 49.76, leave without pay, including intermittent leave, will be granted to an employee who is a victim of domestic violence, sexual assault, ~~or~~ **stalking or a hate crime**. Family members of a victim of domestic violence, sexual assault, ~~or~~ **stalking or a hate crime** will be granted leave without pay to help the victim obtain treatment or seek help. Family member for the purpose of domestic violence leave includes child, spouse, state registered domestic partner, as defined by RCWs 26.60.020 and 26.60.030, parent, parent-in law, grandparent or a person

the employee is dating. The Employer may require verification from the employee requesting leave.

**This MOU shall be effective January 1, 2026.**



Jonathan Wilder (Dec 8, 2025 15:18:53 PST)

Jonathan Wilder  
AFT Classified President



Lesley Hogan, Vice President of Human Resources  
Renton Technical College