

Memorandum of Understanding
Between
The Renton Federation of Teachers 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:

Article 6, Section 1 Non-Discrimination

Employees shall be entitled to full rights of citizenship. There shall be no discipline or discrimination by the College or the Union with respect to the employment of any person because of such person's age, gender, gender identity, marital status, race, creed, color, national origin, religion, sexual orientation, **status as a victim of domestic violence, sexual assault, or stalking or a hate crime**, genetic information, pregnancy, domicile, political affiliation, activity or lack thereof, honorably discharged veteran or military status, or the presence or perception of presence of any sensory, mental or physical disability, unless based upon a bona fide occupational qualification.

Article 7, Section 4 Sick Leave

B. Usage

2.5. 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.**

F. Shared leave


1.b is a victim of domestic violence, sexual assault, stalking, **or a hate crime.**

Section 15 Domestic Violence Leave

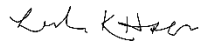
In accordance with the Domestic Violence Leave Act, RCW 49.76, leave without pay, including intermittent leave, will be granted to an employee who is a victim of domestic violence, sexual assault, ~~or~~ **stalking or a hate crime**. Family members of a victim of domestic violence, sexual assault, ~~or~~ **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. Faculty may also use paid sick leave, or shared leave, if available. Requests for domestic violence leave will be submitted in writing to the Executive Director of Human Resources with as much notice as possible. However, when an employee cannot provide advance notice due to emergency or unforeseen circumstances related to domestic

violence, sexual assault or stalking, the employee or employee's designee must give notice by the end of the first day of leave taken. The College will approve or deny leave without pay requests, in writing, within fourteen (14) calendar days when practicable and will include the reason for denial.

This MOU shall be effective January 1, 2026.


Huma Mohibullah (Dec 8, 2025 18:36:11 EST)

Huma Mohibullah, President
Renton Federation of Teachers



Lesley Hogan, Vice President of Human Resources
Renton Technical College