



Memorandum of Understanding
Between
The Renton Professional Technical Association 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:

2.10 Affirmative Action

C. The College and the Association 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, honorable discharged veteran or military status, or use of a trained guide dog or service animal.

4 Sick Leave

C. Leave for Military Family Leave as required by RCW 49.77 and in accordance with Article 5.2. 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.**

6.8 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.

Requests for leave without pay will be submitted in writing. 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.

11.3 Overtime and Compensatory Time

G.1. 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 9, Vacation. 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.

This MOU shall be effective January 1, 2026.

Linda Bui

Linda Bui (Nov 24, 2025 10:13:23 PST)

Linda Bui, President
The Renton Professional Technical Association



Lesley Hogan, Vice President of Human Resources
Renton Technical College