

MEMORANDUM OF UNDERSTANDING

between the

State of Washington,

Washington State Patrol (WSP)

and the

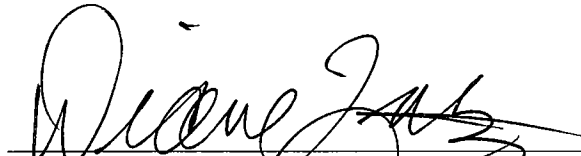
Washington State Patrol Lieutenants Association (WSPLA)

The parties agree to the following provision, which will go into effect immediately upon the signing of this MOU. The parties further agree to add the language to Article 15 (Other Leaves of Absence) of the 2007-2009 Collective Bargaining Agreement between the WSPLA and the State of Washington.

Life-Giving Procedures

When approved, employees will receive paid leave, not to exceed five (5) working days in a two (2) year period, for participating in life-giving procedures. "Life-giving procedure" is defined as a medically-supervised procedure involving the testing, sampling, or donation of blood, platelets, organs, fluids, tissues, and other human body components for the purposes of donation, without compensation, to a person or organization for medically necessary treatments. Employees will provide reasonable advance notice and written proof from an accredited medical institution, physician or other medical professional that the employee will participate or has participated in a life-giving procedure. The Agency may take into account program and staffing replacement requirements in the scheduling of leave for life-giving procedures. Nothing in this agreement should be construed to change existing practice with respect to the donation of blood.

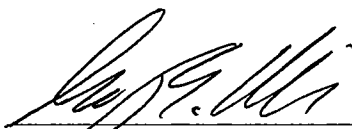
DATED this 12TH day of March, 2007.



For the State of Washington, Labor Relations Office



For the WSP



For the WSPLA