

WASHINGTON FEDERATION OF STATE EMPLOYEES | AFSCME COUNCIL 28

## Summary of Tentative Agreement

Reached for AWAAG 2023-2025 CBA

This is a summary that highlights and explains the most significant provisions of the Tentative Agreement reached between the Washington Federation of State Employees (WFSE) bargaining unit and the State of Washington covering Assistant Attorneys General on September 23, 2022. It does not cover every article or every provision.

**Read the complete Tentative Agreement document online at:**



### HIGHLIGHTS

- A new step 18, which becomes effective July 1, 2024, and is an additional 4% above step 17
- AAGs on the salary grid will receive a 4% increase on July 1, 2023
- AAGs on the salary grid will receive an additional 3% increase on July 1, 2024
- A new AAG retention premium: All AAGs with 5 or more years of cumulative service will receive a 5% premium on top of their base salary, beginning July 1, 2023
- A retention bonus: All AAGs employed as of July 1, 2022, and who are still employed at the AGO on July 1, 2023, will receive a \$1,000 lump sum payment
- Improvements to the agency's exchange time policy, making it easier to qualify for more exchange time
- An immediate improvement to the AGO's parental leave policy, which now allows all employees to use up to 18 weeks of sick leave for parental leave, instead of 12

**Please VOTE to ratify this agreement!**

**Your AWAAG Bargaining Team recommends you  
VOTE TO ACCEPT this Agreement.**