



Summary of Employer's Last Best Offer

Received for the Community College Coalition 2023-2025 CBA

This is a summary that highlights and explains the most significant provisions of the employer's last best offer sent by the State of Washington covering the community colleges on September 21, 2022. It does not cover every article or every provision.

Read the details of the Employer's Last Best Offer here:

<https://www.wfse.org/community-college-coalition-bargaining-updates>

Provisions from the offer:

- 7% across the board increases for everyone in the bargaining unit over the life of the two-year contract! 4% 7/1/23 and 3% 7/1/24 (see Art. 43)
- One-time \$1,000 Retention Bonus for full time employees who were employed by July 1, 2022, and who remain employed on July 1, 2023. Part-time employees will be paid a pro-rated portion based on the **total number of hours in paid status** between July 1, 2022, and July 1, 2023, regardless of whether they hold one or more part-time position.
- 1 additional paid holiday
- Shift Premium increased from \$1/hour to \$2.50/hour
- Additional vacation time accrual during 1st four years of employment
- Classification specific increases for several job classes
- Guaranteed interviews for qualified internal promotional candidates
- Improved Shared Leave Rights
- Conversion process for all part-time hourly appointments to either non-permanent positions with increased contract rights or, in limited cases, temporary hourly appointments
- Expanded telework rights
- Stopped attempt to mandate drug and alcohol testing of employees
- Stopped attempt to place a vaccine mandate in the contract

Union Members - Please VOTE on this agreement!