



WASHINGTON FEDERATION OF STATE EMPLOYEES | AFSCME COUNCIL 28

Summary of Tentative Agreement

Reached for Community College Coalition 2025-2027

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 Community Colleges on September 16, 2024. It does not cover every article or every provision.

[Click here to the complete Tentative Agreement document online.](#)

HIGHLIGHTS OF THE GAINS IN ECONOMIC ARTICLES

Article 5 – Temporary Appointments (Part-time hourlies):

- 3% salary increase effective July 1, 2025;
- 2% salary increase effective July 1, 2026;
- All temporary hourly appointments will be assigned to a step in the appropriate salary range of the “State General Service Salary” schedule;
- Sick leave balances earned as a temporary hourly employee will carry over to new appointments.

Article 11—Vacation Leave:

- Maintained the increased leave accruals during the first four years of employment.

Article 18 – Miscellaneous Paid Leave:

- Added an additional Personal Leave Day for a total three per year, and removed the four month continuous employment requirement. Personal Leave days will be available from the start of employment;
- Added leaves for Pandemic Vaccination, and Wildfire Disaster.

Article 21—Uniform Tools and Equipment

- Biennial Safety Footwear allowance increased to \$225;
- Added Instruction and Classroom Support Technician, Parking Guide, and Campus Security Lieutenant classifications to this section.

Article 43 – Compensation:

- General Wage Increase:
 - July 1, 2025 - 3 %
 - July 1, 2026 - 2 %
- Class Specific increases related to the \$18/hour starting wage, appendix XX;
- Class specific Compression and Inversion Adjustments for the \$18/hour starting wage, appendix XXX.

Article 44 – Health Care Benefit Amount:

- Maintained the 85% employer contribution to Healthcare Benefit Amount;
- Added Stand Alone Vision;
- Increase FSA amount to \$300 and raised the cap for eligibility to \$68,004.

Appendix C – Classification Specific Salary Adjustments

- Range increases for specific classifications listed in Appendix C.

HIGHLIGHTS

OF THE GAINS IN NON-ECONOMIC ARTICLES

Article 4 – Hiring and Appointments:

- Added transfer language to section 4.3;

- Review Periods: added language to section to 4.6 that if an extension is based on performance issues that the employee will receive a plan for ways to improve performance;

Article 7 – Hours of Work:

- Extended the notification period for schedule changes from 5-7 calendar days for temporary changes and 10 to 14 calendar days for permanent changes;
- Denials of employee requested schedule changes will be given in writing;
- Provided clarification of what is extraordinary or excessive for exchange time purposes.

Article 27—Resignation and Abandonment:

- Employer will make three attempts to contact employee, one per day at their contact phone number and one attempt calling the employee’s emergency contact number.

Article 41—Union Dues/Deductions and Status Reports:

- Our Union will be sent employee status reports each pay period, up from once a month.

Memorandum of Understanding:

- New MOU establishing that college districts will collect data and assess the use and need of temporary hourly appointments.

Please VOTE to ratify this agreement!

**Your Community College Coalition Bargaining Team recommends you
VOTE TO ACCEPT this Agreement.**