

If you are in the WFSE General Government bargaining unit, you are entitled to a one-time lump-sum payment of \$1,000 for providing proof of up-to-date COVID-19 booster(s) as part of your 2023-2025 union contract.

Are you eligible for the incentive?

To be eligible to receive this incentive, you must submit proof of having received up-to-date COVID-19 boosters as recommended by the CDC.

Currently, up-to-date means that one must have received a bivalent booster. Bivalent boosters became available September 2, 2022.

You are currently eligible for the incentive if...

- You have a booster on your vaccination card from Pfizer or Moderna from after September 2, 2022. To double-check, make sure the booster dose on your vaccination card says 'BIV' next to it.

You are not currently eligible for the incentive if...

- You received your booster(s) before September 2, 2022 or have not yet received any booster.

If you're not currently eligible...

- You have until the end of this year — December 31, 2023 — to bring your booster shot(s) up-to-date and submit documentation.

Note that CDC guidance surrounding booster shots may change. [Stay up to date with recommendations here.](#)

Key Dates

- **January 1, 2023**

The earliest you can begin submitting COVID booster documentation.

- **July 25, 2023**

The earliest you will receive the \$1,000 incentive payment.

- **December 31, 2023**

The last day you can submit COVID booster documentation in order to receive the payment.

Quick Facts

- Your employer will specify who documentation should be sent to. If you're not sure, check with your supervisor. We are aware that some employers have sent out an FAQ communication with specifics.
- Per the agreement, the employer will provide the employee with written acknowledgement of receipt of proof, which shall include the date when the documentation of up-to-date COVID-19 boosters was provided.
- The \$1000 payment for providing COVID booster documentation will be effective July 1, 2023 and will begin appearing on paychecks July 25, 2023.

[Read the details of the agreement here.](#)

[More information on your 2023-25 contract here.](#)

Why your union negotiated a COVID booster incentive

On June 30, 2022, the Governor released a directive mandating COVID boosters for all new employees at state agencies as well as for non-union-represented employees beginning July 1, 2023.

Though the state was required to negotiate with us over the impacts of this booster mandate, it seemed clear that it would be a mandate for state workers one way or another, not a choice.

In response, our union conducted a survey of our members, and the benefit to state workers and the public of an incentive versus a mandate became clear.

At the time, our members were facing critical staffing shortages, mandatory overtimes and unsafe working conditions across the state due to inadequate compensation. Public services were in real jeopardy if we could not win a fair contract.

Our members understood that an incentive would result in:

- The highest number of state employees choosing to receive their boosters
- The lowest number of employees choosing to leave state service
- Minimal impact to Washingtonians' ability to access critical public services.

The booster incentive, as well as the remainder of our contract, is a massive investment in the public services all of us depend on.

After our union pushed back, the Governor released an [updated directive](#) that "reflects feedback and recommendations from state employees and labor partners to pursue options for offering incentives for COVID-19 boosters instead of making them a requirement."

Through our union, you have a seat at the table when decisions that impact state employees are made.

In solidarity,
AFSCME Council 28/WFSE