



AFSCME COUNCIL 28 / WASHINGTON FEDERATION OF STATE EMPLOYEES

Summary of Tentative Agreement

Reached for Central Washington University Bargaining Units

2023-2025 Collective Bargaining Agreement

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) classified bargaining unit and Central Washington University (CWU) on August 31, 2022. It does not cover every article or every provision.

Read the complete Tentative Agreement document online at:

<https://www.wfse.org/central-washington-university-cwu-bargaining-updates>

MAJOR GOALS

Major goals achieved in tough economic times include:

- Minimum of 3% General Wage each year of the Agreement (see Art. 40)
- Preserved the “Me Too” clause regarding the General Government contract and any across the board wage increases above 3% (see Art. 40)
- An additional \$0.25 per hour to Shift Differential for a total of \$1.50 per hour (see Article 40)
- An additional \$3.00 per hour to the Minimum Wage Rate for a total of \$18.00 per hour (see Article 40)
- A retention and recruitment wage increase for all Electricians (Leads and High Voltage) between 2.5% and 12.5%, retroactive to July 1, 2022 (see Appendix C)
- Assignment pay for Asbestos and Lead work with respirator and full suit (certified) of an additional 20% pay while performing the work (see Appendix C)
- Footwear allowance of \$75.00 each year of the Agreement for all WFSE represented members. This is the **1st time** in CWU bargaining history that CWU agreed to a footwear allowance (see MOU)

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

**HIGHLIGHTS
OF THE ECONOMIC GAINS IN 2023-2025 ARTICLES**

Article 40 – Compensation

- An additional \$3.00 per hour to the Minimum Wage Rate for a total of \$18.00 per hour (see Article 40)
- Minimum of 3% General Wage each year of the Agreement
- An additional \$0.25 per hour to Shift Differential for a total of \$1.50 per hour

Memorandum of Understanding

- Footwear allowance of \$75.00 each year of the Agreement for all WFSE represented members

**HIGHLIGHTS
OF THE NON-ECONOMIC GAINS IN 2023-2025 ARTICLES**

Article 4 – Hiring

- Maintained language regarding how Custodians work is assigned

Article 17 – Miscellaneous Paid Leave

- Added “friends” to your ability to use Sick Leave during Bereavement Leave (including Article 12.2(8))

Article 22 – Commute Trip Reduction and Parking

- Maintained our ability to bargain over any proposed parking rate(s) increases

Article 49 - Term of Agreement

- Date Changes

Please VOTE to ratify this agreement!

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