



Summary of Tentative Agreement

Reached for Central Washington University 2025-2027 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) and Central Washington University bargaining unit. It does not cover every article or every provision.

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

MAJOR GOALS

Major goals achieved include:

- **Despite incredible challenging budget projections**, the contract secures a minimum general wage increase of 2% on July 1, 2025, and 2% on July 1, 2026 (See Article 40).
- Preserved the “Me Too” clause regarding the General Government contract and any across the board wage increases above 2% (see Art. 40) **General Government received 3% effective July 1, 2024. Therefore, WFSE members at CWU will also receive a 3% general wage increase on July 1, 2025.*
- An additional \$0.85 per hour to Shift Differential for a total of \$2.35 per hour and changing the language to “***at least 50% of the shift is worked on a daily basis between 6p and 6a.***” (see Article 40)
- An additional \$75.00 per year for Footwear and Clothing allowance, for a total of \$150.00 each year of the Agreement for all WFSE represented members (see Article 19)
- Over \$300 million in new funding to ensure that the health care premium share remains 85%/15%! Increased yearly FSA benefit of \$300 while making it available to anyone making \$68,004.00/year or less, greatly expanding the number of eligible employees.

Union Members - Please VOTE to ratify this agreement!

**Your Central Washington Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement!**

HIGHLIGHTS **OF THE GAINS IN COMPENSATION ARTICLES**

See **Major Goals** won on page 1 of this summary! **In addition** to all of those incredible gains, we achieved:

Article 42 – Compensation

- An additional \$1.00 per hour to the Minimum Wage Rate for a total of \$19.00 per hour
- Minimum of 2% General Wage increase each year of the Agreement
- An additional \$0.85 per hour to Shift Differential for a total of \$2.35 per hour

HIGHLIGHTS **OF THE GAINS IN NON-COMPENSATION ARTICLES**

Article 10 – Holidays

- Added an extra Personal holiday day for a total of two (2) personal holiday days

Article 17 – Miscellaneous Paid Leave

- Added an extra Personal leave day for a total of three (3) personal leave days

Article 22 – Commute Trip Reduction and Parking

- Effective July 1, 2025, rolled back parking rates, which is a reduction of \$26.00 for the calendar year, \$12.00 for the quarter, and \$11.00 for the summer. Motorcycles will see a reduction of \$10.00 for the calendar year, and \$3.00 for the quarter.

**Your Central Washington University Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement!**

Not a member, but want to vote? It's not too late!
You can join here: [Join | AFSCME Council 28 \(WFSE\)](#)