

AFSCME COUNCIL 28 / WASHINGTON FEDERATION OF STATE EMPLOYEES

Summary of Tentative Agreement

**Reached for Eastern Washington University Bargaining Units 1 and 2 Classified Staff
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 Eastern Washington University (EWU) on August 17, 2022. It does not cover every article or every provision.

Read the complete Tentative Agreement document online at
<https://www.wfse.org/eastern-washington-university-ewu-bargaining-updates>

MAJOR GOALS

Major goals achieved in tough economic times include:

- Minimum of 3% General Wage each year of the Agreement (see Art. 19)
- “Me Too” clause - if General Government employees receive a wage increase greater than 3% (see above), then the represented employees at EWU would receive the same wage percentage adjustment to match the General Government wage increases (see Art. 19)
- An additional \$1.50 per hour to Standby Pay for a total of \$4.50 per hour (see Article 19)
- A lump sum payment for **ALL** WFSE represented staff effective July 1, 2023 (see Article 19)
- Free on-site parking (with a EWU parking pass) for employees whose work schedule begins at 3:00pm or later (See Article 26)

HIGHLIGHTS OF THE ECONOMIC GAINS IN 2023-2025 ARTICLES

Article 19 – Compensation

- An additional \$25.00 for footwear reimbursement for a total of \$175.00 (see Art. 11)
- An additional \$0.25 per hour to Shift Premium for a total of \$1.00 per hour (see Art. 19)

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

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

Article 13 – Staffing

- Expanded: language regarding the ability to report and address workload issues/concerns with management

Article 15 – Personnel Files

- Greater ability to remove six (6) years old performance evaluations from your personnel file without a strict timeframe

Article 32 – Additional Reasons for Leave

- Expanded definition of family members for the purpose of Bereavement Leave

Article 39 – Seniority

- Improved: language regarding no more loss / adjustment of seniority when an employee is on unpaid leave and will not result in a break in service

Article 48 - Term of Agreement

- Date Changes

Please VOTE to ratify this agreement!

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