

AFSCME COUNCIL 28 / WASHINGTON FEDERATION OF STATE EMPLOYEES

Summary of Tentative Agreement

Reached for The Evergreen Student Support Services Staff Union
2023-2025 Collective Bargaining Agreement

This summary highlights and explains the most significant provisions of the Tentative Agreement reached between the Washington Federation of State Employees (WFSE) Student Support Services Staff Union bargaining unit and The Evergreen State College on June 6, 2023. It does not cover every article nor every provision.

Read the complete Tentative Agreement document online at
<https://www.wfse.org/evergreen-state-college-student-services-support-staff>

MAJOR GOALS

Major goals achieved in tough economic times include:

- \$1,000 recruitment and retention bonus on July 25, 2023 paycheck (see MOU)
- Guarantees 4% increase in compensation on July 1, 2023 and 3% increase on July 1, 2024 (see Art. 40)
- Explicitly includes protection from all legally recognized forms of discrimination (see Art. 2)
- Provides membership in a professional association for each member (see Art. 8)
- Guarantees ability to telework with supervisor approval during inclement weather (see Art.19)
-

**Your Student Support Services Staff Union Bargaining Team recommends
you VOTE TO ACCEPT this Agreement.**

HIGHLIGHTS

OF THE ECONOMIC GAINS IN 2023-2025 ARTICLES

Article 40 – Compensation

- 4% increase on July 1, 2023
- 3% increase on July 1, 2024

MOUs

- \$1500/\$1,000 recruitment and retention incentive based on seniority

HIGHLIGHTS

OF THE NON-ECONOMIC GAINS IN 2023-2025 ARTICLES

Article 2 – Non-Discrimination

- Protection from all legally recognized forms of discrimination

Article 6 – Hiring and Appointments

- Probationary period standard reduced to six (6) months

Article 7 – Hours of Work and Overtime

- Establishes system to address workload issues

Article 8 – Training and Professional Development

- Guaranteed membership in an approved professional membership

Article 12 – Holidays

- Eliminate need to be employed four months before qualifying for Personal Holiday leave

Article 13 – Vacation Leave

- Leave provided to serve in the state legislature
- Recognizes leave for high risk employees during public health emergencies

Article 16 – Miscellaneous Paid Leaves

- Extends qualifications for sick leave to also include bereavement leave qualifications
- Memorializes benefit of paid leave for up to three (3) visits per calendar year for Employee Assistance Program
- Provides paid leave when subpoenaed to serve as a witness in court

Article 18 – Leave Without Pay

- Broadens definition to include leave for legislative service, the Health Emergency Labor Standards Act, and holidays for a reason of faith or conscience

Article 19 – Suspended Operations and College Closures

- Memorialize access to remote work during inclement weather
- Management approved adjustment to work schedule must be within the same work week, per state law

Article 21 – Reasonable Accommodation and Disability Separation

- The college will acknowledge receipt of all RA and disability separation requests and begin processing them within thirty calendar days
- Applicants will receive a written response within fourteen calendar days of a determination, unless there are exceptional circumstances

Article 31 – Grievance Procedure

- Funding for mediation to settle workplace disputes

Article 37 – Childcare Centers

- Guarantee employees' priority over general public in accessing on-site childcare

Article 38 – Employee Lounge Facilities

- Guarantee access to private, on-site lactation rooms

Article 43 – Distribution of Agreement

- ADA compliance regarding formatting of this collective bargaining agreement

Please VOTE to ratify this agreement!

**Your Student Support Services Staff Union Bargaining Team recommends
you VOTE TO ACCEPT this Agreement.**