



Summary of Tentative Agreement

Reached for General Government 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 the State of Washington covering General Government bargaining units. It does not cover every article or every provision.

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

MAJOR GOALS

Major goals achieved include:

- Despite challenging budget projections, the contract secures general wage increases of 3% in 2025 and 2% in 2026 (See Article 42).
- The contract secures over \$300 million in new funding to ensure that the health care premium share remains 85%/15%, increases the FSA benefit to \$300 while making it available to anyone making \$68,004.00/year or less (See Article 43).
- The starting wage for state employees is raised to \$18.00/hour, meaning the bottom ranges of the pay scale are deleted, bringing increases to hundreds of members (See Article 42 and Appendices XX & XXX)!
- More than 330 classification-specific increases were achieved, as well as raises through reallocations for more than 40 additional classifications. This includes many of our support staff and trades membership (See Appendices XX, XXX, and S)!
- Expanded leave includes improved bereavement and new leave types, such as for those experiencing wildfire emergencies (See Article 17).
- New and improved Assignment pays, helping many of our members (see Appendix O and Agency MOU-C)!

Union Members - Please VOTE to ratify this agreement!

**Your General Government Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement!**

HIGHLIGHTS **OF THE GAINS IN GENERAL COMPENSATION ARTICLES**

Article 42 – Compensation

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

- New steps in the N-range to bring equity with other ranges!
- Improved language paying AC2s who cover for AC3s in the event of absences.
- New language paying Security Guard 2s who cover Residential Rehabilitation Counselor 2 posts at the higher rate.
- New language allowing for pay increases up to 15% at the agency level in the event of recruitment and retention issues.
- Fought off the employer's attempt to take away 24/7 pay and expanded the number of facilities it applies to, including some child welfare facilities and the Youth Challenge Academy (see list)!
- \$750.00/year benefit for those paying the high-risk L&I class codes of 7200 or 7201 - \$1500.00 total!
- Fire duty compensation is increased to \$3.00/hour.
- New section and pay of \$2.00/hour for prescribed fire operations.
- Emergency/disaster operation compensation is increased to \$3.00/hour, with expanded eligibility.

Article 43 – Health Care Benefit Amount

- 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.

Appendix O – Assignment Pay

- Includes multiple new or expanded assignment pays – see Appendix P for details:
 - L&I - Ergonomists added to Reference 56.
 - ECY/DNR – New assignment pay for Hydrogeologists and Natural Resource Scientists.
 - Revised heavy equipment assignment with protections for current employees (also see MOU).
 - New communication tower work assignment pay.
 - New group C pays for multiple classifications and locations!
 - Group C pay rolled into the base for numerous classifications!

Appendix S – Classification Specific Salary Adjustments

- A minimum of an additional 2.5% increase for more than 330 classifications, as well as raises through reallocations for more than 40 additional classifications! This includes many of our support staff and trades membership (See Appendices XX, XXX, and S)!

Memoranda of Understanding – Statewide and Agency Specific

In addition to the many MOU's that were given permanency by moving their content into Articles of the contract, our Union achieved:

- Statewide – New MOU protecting current employees who receive Assignment Pay Reference 75 for all hours worked against any loss as a result of the updated reference.
- Statewide – New MOU for 24/7 facilities (see list) providing an additional \$1.00/hour of shift premium, for a total of \$3.50/hour!
- Statewide – Renewed CDL wellness MOU providing a \$125 benefit!
- DOT – Expanded premium pay to all boat operations!
- DSHS – Fought to continue the compensatory time MOUs and won expansion of compensatory time to emergent situations!

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

General

- Permanency given to many important gains by moving them out of attachments (MOUs and Appendices) and into the main body of the CBA!
- Removed the use of harmful language throughout our CBA.

Preamble and Article 2 – Non-Discrimination

- Added protections for chestfeeding parents.
- Added language capturing both parties' commitment to diversity, equity, and inclusion.

Article 4 – Hiring and Appointments

- Added requirement that all job postings include telework eligibility.
- Added protections for Vocational Rehabilitation Counselors who need extra time to complete their master's degree.
- Added protections for probationary employees.

Article 6 – Hours of Work

- Expanded shift exchange to the 24/7 facilities in DVA!

Article 7 – Overtime

- For those not covered by 7.6 or 7.8, added a new ability to be excused from mandatory overtime once per quarter!
- Improved compensatory time cashout at the Washington Youth Challenge Academy.

Article 8 – Training and Employee Development

- Improved language regarding training records.

Article 9 – Licensure, Certification, & Essential Functions

- New lump sum to support Hydrogeologists in Ecology with achieving specialty licensure.

Article 11 – Vacation Leave

- Increased the vacation leave maximum to 280 hours!

Article 12 – Sick Leave

- Expanded the definition of family.
- Expanded the use of sick leave to new purposes, including declared emergencies.

Article 16 – Severe Inclement Weather & Natural Disaster Leave

- Added requirements for management to consider the recommendations of public safety and transportation officials when determining whether sites are operational.

Article 17 – Miscellaneous Paid Leave

- Improved bereavement language expanding the definition of family and increasing the length of the leave from 3 to 5 days!
- New paid leave type added for wildfire disasters.
- New paid leave type added for vaccination.

Article 21 – Uniforms, Tools, & Equipment

- Removed the words “per pair” to maximize the footwear benefit for all who are eligible.
- Permanency given to DOT work apparel language!

Article 23 – Travel

- New notice requirements for those who do not travel as a normal part of their job.

Article 24 – Meals

- New meal benefit for members of the WSP Crime Scene Response Team!

Article 25 – CTR & Parking

- New fully subsidized vanpool program!

Article 36 - Employee Rights

- New protections against changing an employee’s duty station in order to remove King County pay.
- Added requirements for the employer to offer an exit survey to all who voluntarily leave their agency.

Article 37 – Union Management Communication Committees

- Permanency given to Parks Law Enforcement subcommittee.
- New UMCC for employees at OSPI.

Article 39 – Union Activities

- Clarification “on the record” regarding Union staff’s ability to do desk drops.
- New language providing for virtual desk drops!

Article 47 – Workplace Behavior

- Improved language requiring the review and possible investigation of all complaints.

Appendices

- Ensured all employees have a clear layoff process and protections (Appendix C).
- New language prohibiting work logs for teleworkers, requiring the employer to consider telework requests, and only allowing telework agreements to end for performance/attendance reasons when they are documented (Appendix G).
- Improved rest time for wildfire suppression in DNR, and new protections for prescribed fire operations (Appendices Q & X)!
- Numerous classifications removed from those required to serve a 12-month probationary period (Appendix R).

Memoranda of Understanding – Statewide and Agency Specific

In addition to the many MOU’s that were given permanency by moving their content into Articles of the contract, our Union achieved:

- Statewide – New MOU focused on the reduction of assaults in DCYF, DSHS, and DVA.
- Within DES – Maintained MOU providing for alternate breaks in the Inserting Section

Department of Corrections Addendum

- You can find the summary of the incredible achievements reached at the DOC supplemental table here: [Bargaining Updates | AFSCME Council 28 \(WFSE\)](#)
- The fight for compensation has been taken to interest arbitration, and we expect the arbitrator’s final and binding decision by the end of September.

**Your General Government 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 \(WFSE\)](#)