



Summary of Tentative Agreement

Reached for General Government 2023-2025 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) bargaining unit and the State of Washington covering General Government on September 20, 2022. It does not cover every article or every provision.

Read the complete Tentative Agreement document online at: <https://www.wfse.org/general-government-bargaining-updates>

MAJOR GOALS

Major goals achieved include:

- 7% across the board increases for everyone covered by the agreement over the life of the two-year contract! 4% 7/1/23 and 3% 7/1/24 (see Art. 42)
- \$1,000 Retention bonus for state employees employed on July 1, 2022 who remained employed with the state on July 1, 2023 (see MOU).
- \$1,000 COVID booster incentive payment (see MOU).
- 5% premium pay for all employees who work on-site in 24/7 direct care facilities (see MOU).
- Increases for specific classifications listed in Appendix S - 185 job classes (see Appendix S)
- New and improved Assignment pays helping hundreds of our members (see Appendix O)
- Improved health care formula which will reduce employee costs. Raised the income limit so more employees are eligible for the flexible spending accounts. (See Art. 43)
- Basic shift premium will be increased from \$1.00 per hour to \$2.50 per hour (See Art. 42).
- Weekend shift premium for Registered Nurses increases from \$3 per hour to \$4 per hour (See Art 42).
- Risk class 7200 and 7201 employees' annual payment increased from current \$250 to \$500 (see Art. 42).

Union Members - Please VOTE to ratify this agreement!

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

HIGHLIGHTS **OF THE GAINS IN ECONOMIC ARTICLES**

Article 21 – Uniforms, Tools & Equipment

- New \$1,200 annual tool allowance for employees who must supply their own tools.
- Expansion of Safety Footwear allowance to employees in DVA.

Article 42 and more - Compensation

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

- Employer will now cover the cost of CDL renewals (see Art. 9).
- Highway Maintenance Worker 3s will receive assignment pay for back flow testing (see Appendix O).
- Added tow plow, increased wing plow and added truck mounted attenuator to the DOT premium equipment pay list (MOU F DOT).
- Highway Maintenance Workers in Enumclaw added to assignment pay (see Appendix O).
- Heavy Equipment Mechanic work over 26,000 pounds 20% assignment pay (see Appendix O).
- Adult Protective Services 10% assignment pay (see Appendix O Ref. A).
- Training Certification and Re-Certification expanded to Criminal Justice Training Center
- Pathway for Legal Assistants to reallocate to Paralegal job class. Legal Assistant assignment pay expanded to Thurston County.
- Residential Student/Life Counselor 5% assignment pay in Vancouver

Article 43 – Health Care Benefit Amount

- Reduce cost for most employee premiums.
- Flexible Spending Account for eligible positions with salary of \$60,000 or less.

Appendix S – Classification Specific Salary Adjustments

- A minimum of 2.5% increase for specific classifications listed in Appendix S impacting thousands of employees (see Appendix S for lists of classes impacted)

MOU – CDL Wellness

- Retained the MOU providing an additional \$125.00/yr. to CDL holders who meet wellness requirements

HIGHLIGHTS

OF THE GAINS IN NON-ECONOMIC ARTICLES

Article 3 – Bid System

- Memorandum of Understanding (MOU) expanding the bid rights of SOLA members incorporated into CBA.
- Email notification of new or reallocated positions to eligible employees

Article 4 – Hiring and Appointments

- Improved and more frequent employer updates and greater support during extended probations and written explanation if probation extended.

Article 6 - Hours of Work

- Improvements to break and lunch periods for DES Consolidated Mail employees on swing shift.

Article 7 –Overtime

- Greater protections around mandatory overtime and greater transparency around mandatory overtime lists.

Article 27 – Discipline

- Better oversight by Union during disciplinary investigations.

Article 45 – Contracting

- Improved contracting out language which requires employer to continue recruitment for funded positions even when they need to contract out temporarily.

Article 47 – Workplace Behavior

- Emphasized no retaliatory behavior tolerated for reporting inappropriate workplace behavior.

Appendix G – Telework

- Improved telework language during inclement weather.

Appendix Q – Wildfire Suppression

- Improved language on when to use fire suppression rest and recuperation day.