



Summary of Tentative Agreement

for the Washington State University 2023-2025 Collective Bargaining Agreement.

The AFSCME/WFSE Washington State University tentative agreement for the 2023-2025 contract achieves several major goals identified by the bargaining unit as priority items:

- 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.
- Held the line on healthcare at 85/15 with potential new lower premiums.
- Designate the Cattle Feeding Lab parking lot as a blue lot for the 2023-2025 parking permit cycles resulting in a much lower permit cost.
- Dining Services members are now eligible for cross-numerical parking permits, within the same color zone.
- \$50 slip resistant shoe allowance applicable Dining Services members.
- Increase to safety footwear allowance from \$250 to \$300.
- Comp Time Bank increased from 120 hours to 240 hours.
- New education incentive with the potential to increase two steps.
- MOU for Employee Referral Program provides a \$1,000 payment in two installments to current employees that recruit candidates for specific positions in hard-to-fill job classifications.
- MOU Hiring incentive provides a lump sum payment to support the recruitment of specific positions in hard-to-fill job classifications.
- Access to the pool of paid release time for up to two (2) employee representatives to attend Union Management or Demand to Bargain meetings
- Potential Bereavement leave up 6 days from 5.

Because of these achievements, your Bargaining Team recommends that you **ACCEPT** this **RECORD BREAKING** Agreement.

Your Bargaining Team pushed hard for each of the gains in this new agreement. We are proud of the economic gains as well as our strong non-economic gains. Although more gains need to be made down the road, we are confident that this agreement reflects great progress, and we look forward to fighting alongside you in the future.

A full copy of the tentative agreement is also on the AFSCME/WFSE website:
<https://www.wfse.org/washington-state-university-wsu-bargaining-updates>

After you have reviewed the information on the new Agreement, we believe you will agree that we made significant gains in negotiations and will exercise your right to vote and ratify the Agreement.

VOTING CLOSSES AT 12:00 PM, THURS, SEPT 29, 2022