

Governor's Proposed 2023-25 Omnibus Operating Budget

OFM Document 2023-4 dated December 14, 2022

2023-25 Collective Bargaining Agreements

The following represent the results of the 2023-2025 collective bargaining process required under the provisions of chapters 41.80, 41.56, and 74.39A RCW. Provisions of the collective bargaining agreements are described in general terms. Only major economic terms are included in the descriptions. These descriptions do not contain the complete contents of the agreements. The collective bargaining agreements described in this document may also be funded by expenditures from nonappropriated accounts. If positions are funded with lidded grants or dedicated fund sources with insufficient revenue, additional funding from other sources is not provided.

OFM Negotiated Collective Bargaining Agreements

General Government and Community College Coalition

Except where otherwise noted, the negotiated agreements for general government and the community college coalition include the following: a general wage increase of 4% effective July 1, 2023, and 3% effective July 1, 2024; targeted job classification base range increases; recognition and retention lump sum payments for employees employed on or before July 1, 2022 and continuously employed through July 1, 2023; shift premium increase for eligible shifts from \$1 to \$2.50 per eligible hour; and a \$1,000 lump sum COVID-19 booster incentive. Additional economic provisions beyond those listed above are also summarized below for specific agreements.

Washington Federation of State Employees (WFSE), General Government

This agreement also includes supplemental shift premium increases for nurse classifications, a 5% premium pay for employees who are assigned to a facility that provides direct care to residents, patients and/or clients and whose duties are required to be performed on location, and an increase of \$250 to the annual lump sum payment for Labor and Industries risk classes 7200/7201.

Washington Federation of State Employees, Higher Education Community College Coalition

This agreement does not include the \$1,000 lump sum COVID-19 booster incentive.

Washington Public Employees Association (WPEA), General Government

This agreement also includes a \$2,000 per fiscal year lump sum payment for teachers and other certificated permanent employees at the Washington State Center for Deaf and Hard of Hearing Youth and the Washington State School for the Blind.

Washington Public Employees Association, Higher Education Community College Coalition

Teamsters 117 (Department of Enterprise Services)

Service Employees International Union (SEIU) Healthcare 1199 NW

This agreement also includes a supplemental shift premium increase for nurse classifications, 5% premium pay for employees who are assigned to a facility that provides

Governor's Proposed 2023-25 Omnibus Operating Budget

OFM Document 2023-4 dated December 14, 2022

2023-25 Collective Bargaining Agreements

direct care to residents, patients and/or clients and whose duties are required to be performed on location, ARNP extra duty assignment compensation at 1.25 the regular rate of pay, and ARNP ANCC Board certification incentive of \$2,500. In addition, this agreement includes preceptor premium pay increase, increase in training dollars, additional retention incentive of \$1,500 and \$500 annual lump sum payment for Labor and Industries risk classes 7200/7201.

Professional & Technical Engineers, Local 17

Washington Association of Fish and Wildlife Professionals

The Coalition of Unions

The agreement includes a supplemental shift premium increase for nurse classifications, a 5% premium pay for employees who are assigned to a facility that provides direct care to residents, patients and/or clients and whose duties are required to be performed on location, extra-duty pay for communication officers who work in excess of 45 hours in a work week, and \$500 annual lump sum payment for Labor and Industries risk classes 7200/7201.

Association of Washington Assistant Attorneys General-WFSE

This agreement does not include the \$1,000 lump sum COVID-19 booster incentive. This agreement does include retention premium for AAGs at 5 and 10 years of service with the agency, with the retention premium of 5% starting at year 5 effective for the 2023-25 biennium, and a \$1,000 recognition lump sum payment. The agreement also includes a new step on the salary schedule effective July 1, 2024.

Washington Federation of State Employees-Administrative Law Judges

This agreement also includes the reimbursement of the annual dues and one-time reciprocity fees where applicable, for the Washington State Bar Association.

Washington State Patrol Union Negotiated Agreements

Washington State Patrol Troopers Association

The agreement includes a general wage increase of 4% effective July 1, 2023, and 3% effective July 1, 2024, an increase to 10% premium pay for field training sergeant, 5 % premium pay for Rapid Deployment Force while deployed, \$3,500 lump sum for recruitment and retention that is payable in July 2023 and July 2024, \$1,000 lump sum payment for COVID-19 booster incentive, and an increase to the annual clothing allowance for certain employees.

Washington State Patrol Lieutenants and Captains Association

The agreement includes a general wage increase of 4% effective July 1, 2023, and 3% effective July 1, 2024, 5% premium pay for Rapid Deployment Force while deployed, \$3,500 lump sum for recruitment and retention that is payable in July 2023 and July 2024, \$1,000 lump sum payment for COVID-19 booster incentive, and an increase to the annual clothing allowance for certain employees.

Governor's Proposed 2023-25 Omnibus Operating Budget

OFM Document 2023-4 dated December 14, 2022

2023-25 Collective Bargaining Agreements

Department of Fish and Wildlife Unions Negotiated Agreements

Fish and Wildlife Officers Guild

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, COVID-19 lump sum booster incentive, and longevity premium pay. These agreements also include a \$2,000 lump sum payable in July 2023 and geographic premium for certain locations.

Teamsters 760 (Fish and Wildlife Sergeants)

The agreement includes general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, COVID-19 lump sum booster incentive, and longevity premium pay. These agreements also include a \$2,000 lump sum payable in July 2023 and geographic premium for certain locations.

Non-State Employee Union Negotiated Agreements

Service Employees International Union Local 925 (family child care providers)

The negotiated agreement includes an increase in the hourly rate of care provided by family, friends and neighbors (FFNs) from \$3.00 to \$3.85 effective July 1, 2023 and an increase to \$4.00 on July 1, 2024. The agreement increases the base subsidy rates for licensed providers to the 85th percentile of the 2021 market rate survey. In recognition of the need to modify the current subsidy base rate model to support the full cost of quality care, the agreement increases the cost-of-care subsidy base rate enhancement from \$2,000 to \$2,100 per month per licensed provider. And finally, to eliminate the disparate impact that background check fees have on an individual provider's ability to provide subsidized care, the agreement requires the Department of Children, Youth, and Families to pay all background check and fingerprinting fees on behalf of licensed family childcare providers.

Higher Education Institution Negotiated Agreements

The following are the collective bargaining agreements reached through negotiations between an institution of higher education and the labor organization.

University of Washington - Washington Federation of State Employees.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and for healthcare R&R wage increases of 4% effective January 1, 2023 and 5% effective July 1, 2023. The agreement also includes other increases including targeted increases and lump sum payments, specified premium increases for specified employees, targeted increases for specified classifications, increases in the scholarship fund and education support funds and annual step increases.

University of Washington - Service Employees International Union Local 925.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and for healthcare R&R wage increases of 4% effective January 1, 2023 and 5% effective July 1, 2023. The agreement also includes other increases

Governor's Proposed 2023-25 Omnibus Operating Budget

OFM Document 2023-4 dated December 14, 2022

2023-25 Collective Bargaining Agreements

including targeted increases and a lump sum payment, specified premium increases for specified employees, targeted increases for specified classifications, increases in the scholarship fund and education support funds and annual step increases.

University of Washington - Service Employees International Union Local 1199 (Research/Hall Health).

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and for healthcare R&R a wage increase of 4% effective January 1, 2023. The agreement also includes a premium increase for BSNs and annual step increases.

University of Washington - Service Employees International Union Local 1199 (HMC/ALNW).

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and for healthcare R&R a wage increase of 4% effective January 1, 2023 and 5% effective July 1, 2023. The agreement also includes other increases including a premium increase for standby, R&R respiratory care and radiology, critical R&R increases and annual step increases.

University of Washington - Service Employees International Union Local 1199 (UWMC-NW).

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and for healthcare R&R a wage increase of 4% effective January 1, 2023 and 5% effective July 1, 2023. The agreement also includes other increases including restructure BU pay table, a premium increase for standby and evening and night shift for CNAs, increased premium eligibility for clinic float platform, critical R&R increases, new premium for license pay for social workers, and annual step increases.

University of Washington – Washington State Nurses Association (UWMC-NW).

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and for healthcare R&R a wage increase of 4% effective January 1, 2023. The agreement also includes other increases including increase to first 5 steps, premium increase for standby, new premium for MSN extra step, double time over 12 hours, and annual step increases.

University of Washington – Washington State Nurses Association (UWMC-ML).

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and for healthcare R&R a wage increase of 4% effective January 1, 2023. The agreement also includes other increases including increase to first 5 steps, premium increase for standby and perm float, new premium for NICU resource, and annual step increases

University of Washington - Teamsters Local 117 (Police).

Governor's Proposed 2023-25 Omnibus Operating Budget

OFM Document 2023-4 dated December 14, 2022

2023-25 Collective Bargaining Agreements

The agreement includes a general wage increase of 10% effective July 1, 2023 and 10% effective July 1, 2024. The agreement also includes a new top step, premium increases for education, new premium for specified classifications, lump sum payment for fitness test, and annual step increases.

University of Washington - Washington Federation of State Employees (Police Management).

The agreement includes a general wage increase of 10% effective July 1, 2023 and 10% effective July 1, 2024. The agreement also includes a lump sum payment for fitness test and annual step increases.

Washington State University - Washington Federation of State Employees.

The agreement for bargaining units 2, 13, 15 and 20 includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024.

Washington State University – International Union of Operating Engineers, Local 280.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024.

Washington State University - WSU Police Guild Bargaining Unit 4.

The agreement includes a general wage increase of 8% effective July 1, 2023 and 8% effective July 1, 2024. The agreement also includes education level incentive pay and longevity incentive pay.

Central Washington University - Washington Federation of State Employees.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes a \$75 annual footwear allowance, an \$18/hour minimum wage, and an increase to the shift differential from \$1.25 to \$1.50.

Central Washington University - Public School Employees.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes an \$18/hour minimum wage, and an increase to the shift differential from \$1.25 to \$1.50.

The Evergreen State College - Washington Federation of State Employees.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes a lump sum retention bonus payment, a lump sum booster incentive payment and an increase to the hourly shift differential rate.

The Evergreen State College - Washington Federation of State Employees, Uniformed Personnel.

The agreement includes a general wage increase of 4.5% effective July 1, 2023 and 4.5% effective July 1, 2024.

Governor's Proposed 2023-25 Omnibus Operating Budget

OFM Document 2023-4 dated December 14, 2022

2023-25 Collective Bargaining Agreements

Western Washington University - Washington Federation of State Employees - Bargaining Units 1 (Clerical), 2 (Trades), and 3 (Supervisory Trades).

The agreements for the three bargaining units include a general wage increase of 4% effective July 1, 2023, a regional adjustment of 2% for Whatcom/Skagit County-based employees effective July 1, 2023, and a general wage increase of 3% effective July 1, 2024. The agreements also include an increase in shift premium pay from \$1 to \$1.50 per hour and Step M acceleration. The agreement for Bargaining Unit 2 also includes an increase to the custodian range, while the agreement for Bargaining Units 2 and 3 include an increase for steam plant operator positions.

Western Washington University – Public School Employees – Bargaining Units 4 (PTE-Non-Supervisory) and 5 (Supervisory).

The agreements for the two bargaining units include a general wage increase of 4% effective July 1, 2023, a regional adjustment of 2% for Whatcom/Skagit County-based employees effective July 1, 2023, and a general wage increase of 3% effective July 1, 2024. The agreements also include Step M acceleration.

Western Washington University – Matt Herzog Memorial FOP Lodge #24 – Bargaining Units 6 (Non-Supervisory Uniformed Personnel) and 7 (Supervisory Uniformed Personnel).

The agreements for the two bargaining units include a general wage increase of 5% effective July 1, 2023 and 3% effective July 1, 2024, and a one-time lump sum payment of \$1,800 for fiscal year 2024.

Eastern Washington University - Washington Federation of State Employees.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes a lump sum payment for specified employees, targeted increases for specified classifications, and an increase to the shift differential.

Eastern Washington University - Washington Federation of State Employees Uniformed Personnel.

The agreement includes a general wage increase of 3.5% effective July 1, 2023 and 3.5% effective July 1, 2024. The agreement also includes a \$100 lump sum signing bonus for qualified employees, and a \$1000 lump sum retention bonus payment for qualified employees.

Eastern Washington University – Public School Employees.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes a lump sum payment for specified employees, targeted increases for specified classifications, and an increase to the shift differential

Yakima Valley College – Washington Public School Employees.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes targeted job classification

Governor's Proposed 2023-25 Omnibus Operating Budget

OFM Document 2023-4 dated December 14, 2022

2023-25 Collective Bargaining Agreements

base range increases, recognition and retention lump sum payments for eligible employees and shift premium increase for eligible shifts.

Highline College - Public School Employees.

The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes a \$1000 lump sum booster incentive payment.

Interest Arbitration Awards

General Government Arbitration Awards

Washington Federation of State Employees, Department of Corrections.

The interest arbitration award includes a general wage increase of 4% effective July 1, 2023, 2% effective July 1, 2024, 2% effective January 1, 2025, and targeted increases. The arbitration award also includes a shift premium increase for eligible shifts from \$1.00 to \$2.50 per eligible hour and certain assignment pays for Community Response Unit, Civil Commitment Unit, and Essential Prison Backfill positions.

Teamsters Local 117 (Department of Corrections)

The interest arbitration award includes a general wage increase of 6% effective July 1, 2023 and 4% effective July 1, 2024, targeted job classification increases and a \$1,500 lump sum payment. In addition, the interest arbitration award provided conversion of Step M to a regular step on the salary schedule and the establishment of a mentorship incentive and an employee referral program.

Nonstate Employee Union Arbitration Awards

Adult Family Home Council (adult family home providers)

The interest arbitration award includes an increase in the base daily rate to 95% of the labor cost, and increases to expanded community services and meaningful day daily rates. The agreement also includes increased add-on rates for community integration and specialized behavioral supports, increase in the training network contribution, and increase in HIV/AIDS House and respite rate.

Washington Federation of State Employees (language access providers)

The interest arbitration award includes an in-person interpreting rate increase of 6% effective July 1, 2023 and 3% effective July 1, 2024, over-the-phone interpreting rate increase of 6.5% effective July 1, 2023 and 3% effective July 1, 2024, video-remote interpreting first 10 minutes increase of 6% effective July 1, 2023 and 3% effective July 1, 2024, and for every minute thereafter increase of 6.7% effective July 1, 2023 and 3% effective July 1, 2024. The award also includes social service block appointments increase of 6% effective July 1, 2023 and 3% effective July 1, 2024, potential application of refusal of services, no-shows, and cancellation fees to remote interpreting in addition to in-person interpreting, and removal of the \$50,000 per fiscal year Social Service Mileage Pilot MOU.