

Governor's Proposed 2023-25 Transportation Budget

OFM Transportation Document 2023-5 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 47.64 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.

Marine Union Negotiated Agreements

The following are agreements between the state and the labor unions that represent marine employees. The major economic terms are summarized for each agreement.

Ferry Agents, Supervisors and Project Administrators Association (FASPAA).

This agreement includes a general wage increase of 5% effective July 1, 2023, 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. In addition, the agreement includes a holiday pay increase and provision of a clothing allowance for terminal supervisors.

Office and Professional Employees International Union (OPEIU) Local 8.

The negotiated agreement includes a general wage increase of 5% effective July 1, 2023, 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a modified salary schedule to one year of service for each step and targeted increases for dispatchers, relief dispatchers, and dispatch coordinators.

Service Employees International Union (SEIU) Local 6.

The negotiated agreement includes a general wage increase of 5% effective July 1, 2023, 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a wage adjustment to maintain alignment with general government classifications and to ensure foreperson differential.

International Organizations of Masters, Mates and Pilots-Mates.

The negotiated agreement includes a general wage increase of 6% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. In addition, to prevent inversion and compression between classification, the agreement includes a standard percentage spread between classifications.

International Organizations of Masters, Mates and Pilots-Masters.

The negotiated agreement includes a general wage increase of 6% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. In addition, to prevent inversion and compression between classification, the agreement includes a standard percentage spread between classifications.

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International Organization of Master Mates and Pilots (MM&P)-Watch Center Supervisors.
The negotiated agreement includes a general wage increase of 6% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes an increase in shift premium and enhancement for all compensable hours for relief employees.

Marine Engineers' Beneficial Association-Licensed Engineer Officers.
The negotiated agreement includes a general wage increase of 5% effective July 1, 2023 and 4% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a targeted increase for chief engineer and alternative staff chief engineer classifications and an increase to licensure reimbursement and steel-toed boot reimbursement.

Marine Engineers' Beneficial Association-Unlicensed Engine Room Employees.
The negotiated agreement includes a general wage increase of 7% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a recruitment and retention payment for oilers with their assistant engineer licensure and steel-toed boot reimbursement.

Marine Engineers' Beneficial Association (MEBA)-Port Engineers.
The negotiated agreement includes a general wage increase of 5% effective July 1, 2023, 3% effective July 1, 2024 for specified classifications, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a general wage increase of 5% for the maintenance analyst project engineer effective July 1, 2023 and 5% effective July 1, 2024, an increase to "duty pay" for port engineers, and steel-toed boot reimbursement.

General Government

Except where otherwise noted, the negotiated agreements 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.

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 Public Employees Association (WPEA), General Government
This agreement also includes a \$2,000 per fiscal year lump sum payment for teachers

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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.

Professional & Technical Engineers, Local 17

The Coalition of Unions

The agreement includes a 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, 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.

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.

Marine Union Interest Arbitration Awards

Inlandboatmen 's Union of the Pacific (IBU).

The interest arbitration award includes a general wage increase of 8% effective July 1, 2023 and 6% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive.

Puget Sound Metal Trades Council.

The interest arbitration award includes a general wage increase of 8% effective July 1, 2023 and 5% effective July 1, 2024. The award also includes an increase for shoe reimbursement.

Pacific Northwest Regional Council of Carpenters.

The interest arbitration award includes a general wage increase of 5% effective July 1, 2023 and 5% effective July 1, 2024. The parties agreed to a \$1,000 lump sum payment for a COVID-19 booster incentive.