

Governor's Proposed 2025-27 Omnibus Operating Budget

OFM Document 2025-4 dated December 17, 2024

2025-27 Collective Bargaining Agreements

The following represents the results of the 2025-2027 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 3% effective July 1, 2025, and 2% effective July 1, 2026; targeted job classification base range increases effective July 1, 2025; at least twenty-four (24) hours of paid Wildfire Disaster leave during a state of emergency, an expanded definition of family member and qualifying events for paid bereavement leave, expansion of paid bereavement leave from three to five days for eligible employees (exclusive of Teamsters Local 117, and leave with pay for employees to travel and receive recommended vaccines during a declared state of emergency due to a pandemic. 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 an additional \$1 per hour supplemental shift premium for eligible employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and whose duties are performed on location on evenings and weekends; 5% premium pay for employees who are assigned to a 24/7 facility that provides direct care to residents, patients, at-risk youth, and/or clients and whose duties are required to be performed on location, which will be in effect for the 2025-27 biennium; three additional steps on the nurse salary schedule; and an increase in the annual lump sum payment for employees in LNI risk codes 7200/7201 from \$500 to \$750.

Washington Federation of State Employees, Higher Education Community College Coalition.

Service Employees International Union (SEIU) Healthcare 1199 NW.

This agreement also includes an additional \$1 per hour supplemental shift premium for eligible employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and whose duties are performed on location on evenings and weekends; 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

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required to be performed on location, which premium pay will be in effect for the 2025–27 biennium; three additional steps on the nurse salary schedule; an increase in the annual lump sum payment for employees in LNI risk codes 7200/7201 from \$500 to \$750; a 5% assignment pay for RN2s and RN3s at DCYF juvenile rehabilitation institutions; and \$100 standby rate for ARNP and ARNP leads.

International Federation of Professional & Technical Employees, Local 17 (PTE).

Washington Association of Fish and Wildlife Professionals.

The Coalition of Unions (with fewer than 500 employees in each union).

The agreement includes the Fish and Wildlife Captains and Lieutenants Association (FWLCA) receive a general wage increase of 17% effective July 1, 2025 and 2% effective July 1, 2026, and a 5% differential between sergeants and lieutenants and between lieutenants and captains; an additional \$1 per hour supplemental shift premium for eligible employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and whose duties are performed on location on evenings and weekends; 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, with the premium pay in effect for the 2025–27 biennium; three additional steps on the nurse salary schedule; and an increase in the annual lump sum payment for employees in LNI risk codes 7200/7201 from \$500 to \$750.

Association of Washington Assistant Attorneys General-WFSE.

This agreement also includes a retention premium of 5% starting at year 5 and 7.5% at year 10 that will be in effect for the 2025–27 biennium, a 5% dual-language premium, and a new job classification of Managing Assistant Attorneys General 2 (managing AAG2s).

Washington Federation of State Employees-Administrative Law Judges.

This agreement also includes professional development funds, a 5% dual language premium, and the creation of a new salary schedule.

Teamsters Local 117, Department of Corrections (Washington Management Service Staff) supplemental bargaining.

The 2025–27 collective bargaining agreement is the first agreement that covers this bargaining unit. Previously, WMS staff were ineligible for representation. The agreement incorporates the existing agency and classification structure policy such as a shift premium, standby rate, King County premium pay, and other specialty assignment pay. The agreement also includes a \$50 duty officer standby rate. The agreement also incorporated the ability to maintain up to a 5% differential between highest paid permanent WGS or WMS managed or supervised by the represented WMS employee if compression or inversion exists.

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Washington State Patrol Union Negotiated Agreements

Washington State Patrol Troopers Association.

The agreement includes a general wage increase of 17% effective July 1, 2025, and 2% effective July 1, 2026, an hourly premium pay while assigned to a SWAT mission, an annual clothing allowance for polygraphers (\$1,000), and a rest period up to six hours.

Washington State Patrol Lieutenants and Captains Association.

The agreement includes a general wage increase of 17% effective July 1, 2025, and 2% effective July 1, 2026, an hourly premium pay for lieutenants while assigned to a SWAT mission, an annual clothing allowance, and a rest period up to six hours.

Department of Fish and Wildlife Unions Negotiated Agreements

Fish and Wildlife Officers Guild.

The agreement includes a general wage increase of 17% effective July 1, 2025 and 2% effective July 1, 2026, an increase to the annual detective uniform allowance (\$1,000) and changes to assignment pay.

Teamsters 760 (Fish and Wildlife Sergeants).

The agreement includes general wage increase of 17% effective July 1, 2025 and 2% effective July 1, 2026, establishes a Forts geographic premium pay of 7% and changes to assignment pay.

Non-State Employee Union Negotiated Agreements

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

The agreement includes an increase in the hourly rate of care provided by family, friends and neighbors (FFNs) to \$4.50 effective July 1, 2025. The agreement increases the monthly cost-of-care rate enhancement for licensed providers (\$2,200), and increases the contribution rate to the Health Benefits Trust effective July 1, 2025 and July 1, 2026.

Adult Family Home Council (adult family home providers).

The agreement maintains the base daily rates of 95%, rebase with 1.5% inflationary factor, and an increase to health contributions. The agreement also includes increases to the medical escort fee, respite rates, and specialized behavioral supports add-on rate, adjusted expanded community services specialty rate, and adjusted HIV/AIDS House rate.

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.

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The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026, and an annual incremental cost-of-living of step increases. The agreement also includes targeted increases ranging from 2.7% to 20.2%, expansion of the food service worker and cook series; expansion of the trades license premium of 10% to additional job profiles; increase in hourly rate for assignment pay; standby pay; pay for evening shift, night shift and weekend shift; and a new premium pay at Harborview Medical Center (HMC) and UW Medical Center-Montlake (UWMC-ML) for ambulatory float pool.

University of Washington - Service Employees International Union Local 925.

The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026, and 2% effective July 1, 2026, and annual cost-of-living step increases. The agreement also includes targeted increases ranging from 2.5% to 16%, increases in hours bonus pay and rate for callback and standby pay; increase in rate for evening and night shift differentials; and a new premium pay at HMC and UWMC-ML for ambulatory float pool.

University of Washington - Teamsters Local 117 (Police).

The agreement was reached after interest arbitration. The interest arbitration award includes a general wage increase of 5.9% effective July 1, 2025 and 5.9% effective July 1, 2026. The remainder of the agreement stays the same.

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

The agreement maintains management's current 16.5% supervisory differential over the employees they supervise so the salary increases will be determined by the arbitration decision in the Teamsters Local 117 Police CBA. The agreement also includes premiums for bachelor degrees and advanced degrees paid at percentages, and a \$2,000 retention incentive will be offered July 1, 2025 in alignment with University policies.

Washington State University - Washington Federation of State Employees.

The agreement for bargaining units 2, 13, 15 and 20 includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026.

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

The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026, and a special pay increase of 7.5% effective July 1, 2025.

Washington State University - WSU Police Guild Bargaining Unit 4.

The agreement includes a general wage increase of 5% effective July 1, 2025 and 5% effective July 1, 2026.

Central Washington University - Washington Federation of State Employees.

The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026. The agreement also includes a \$175 annual boot/clothing

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allowance, a \$19/hour minimum wage, and an increase in the shift differential from \$1.50 to \$2.35.

Central Washington University - Public School Employees.

The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026. The agreement also includes a \$19/hour minimum wage, an increase in the shift differential from \$1.50 to \$2.35, and 5% premium pay for Snohomish County.

Central Washington University – Teamsters

The agreement includes a general wage increase of 5% effective July 1, 2025 and 5% effective July 1, 2026. The agreement also includes a \$300 boot allowance paid every two years, and education pay.

The Evergreen State College - Washington Federation of State Employees.

The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026. The agreement also includes a one-time signing bonus of \$500, and an increase in the minimum wage for select classes of employees.

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

The agreement includes a general wage increase of 6% effective July 1, 2025, and 6% effective July 1, 2026. The agreement also includes an increase in the shift premium to \$2.50/hour.

Western Washington University - Washington Federation of State Employees.

The agreement includes a general wage increase of 3% effective July 1, 2025, and a general wage increase of 2% effective July 1, 2026. The agreement also includes a regional pay adjustment from 2% to 3% effective July 1, 2025 and an increase in the minimum wage from \$18/hour to \$23/hour.

Western Washington University – Public School Employees.

The agreement includes a general wage increase of 3% effective July 1, 2025, and a general wage increase of 2% effective July 1, 2026. The agreement also includes a regional pay adjustment from 2% to 3% effective July 1, 2025 and an increase in the minimum wage from \$18/hour to \$23/hour.

Eastern Washington University - Washington Federation of State Employees.

The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026.

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

The agreement includes a general wage increase of 7.5% effective July 1, 2025, and 7.5% effective July 1, 2026. The agreement also includes a \$100 lump sum signing bonus for qualified employees and an education incentive.

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Eastern Washington University – Public School Employees.

The parties entered into an MOU extending the current agreement until June 30, 2025, and includes a general wage increase of 3% effective July 1, 2025. The parties agree to continue bargaining for a further agreement.

Yakima Valley College – Washington Public School Employees.

The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026.

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, 2025, 4% effective July 1, 2026, 2% effective January 1, 2025, a pool equivalent to a general wage increase of 2% effective July 1, 2025 and 2% effective July 1, 2026 awarded for additional targeted job classifications and/or a general wage increase, and a \$500 recruitment incentive to employees who refer individuals for hard-to-fill positions including Community Corrections Officers 1 & 2 and Corrections & Custody Officers 1 & 2.

Teamsters Local 117 (Department of Corrections)

The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, a pool equivalent to a general wage increase of 2% effective July 1, 2025 and 2% July 1, 2026 awarded for additional targeted job classifications and/or a general wage increase, and increased standby for overtime exempt classifications.

Nonstate Employee Union Arbitration Awards

Washington Federation of State Employees (language access providers)

The interest arbitration award includes an increase in DCYF/DSHS/HCA rates for interpreting services, increase in rates for social service block appointments, increases in Department of Labor and Industries base rates of pay, and increases in in-person interpreting rates, over-the-phone interpreting rates and video remote interpreting rates for each of the following agencies; Department of Children, Youth and Families, Department of Social and Health Services, Health Care Authority, and the Department of Labor and Industries.