

Governor's Proposed 2025-27 Transportation Budget

OFM Transportation 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 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 4% effective July 1, 2025 and 4% effective July 1, 2026; an increase to the annual uniform stipend (\$1,000); and an increase in the drug and alcohol sampling certification stipend (\$2,700).

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

The negotiated agreement includes a general wage increase of 3% effective July 1, 2025, and 3% effective July 1, 2026, an additional step on the salary schedule, maintenance material coordinator one-range increase, and expanded bereavement leave family member definition and qualifying event.

Service Employees International Union (SEIU) Local 6.

The negotiated agreement includes a general wage increase of 2% effective July 1, 2025 and 5% effective July 1, 2026, and a shift premium increase to \$2.50/hour.

International Organizations of Masters, Mates and Pilots-Mates.

The negotiated agreement includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and a license reimbursement (\$325).

International Organizations of Masters, Mates and Pilots-Masters.

The negotiated agreement includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and a license reimbursement (\$325).

International Organization of Master Mates and Pilots (MM&P)-Watch Center Supervisors.

The negotiated agreement includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and an increase in the relief watch center supervisor premium (5%).

General Government

Except where otherwise noted, the negotiated agreements include the following: a general wage increase of 3% effective July 1, 2025, and 2% effective July 1, 2026;

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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.

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

The Coalition of Unions 9with 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.

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.

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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.

Marine Union Interest Arbitration Awards

Inlandboatmen 's Union of the Pacific (IBU).

The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and targeted increases for deck and terminal classifications.

Marine Engineers' Beneficial Association-Licensed Engineer Officers.

The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and increases in the watch turnover rates of 4% effective July 1, 2025 and 4% effective July 1, 2026.

Marine Engineers' Beneficial Association-Unlicensed Engine Room Employees.

The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, increases in the watch turnover rates of 4% effective July 1, 2025 and 4% effective July 1, 2026, and a targeted increase in the oiler series.

Marine Engineers' Beneficial Association (MEBA)-Port Engineers.

The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and a 4% effective July 1, 2026.

Puget Sound Metal Trades Council.

The interest arbitration award includes a general wage increase of 6% effective July 1, 2025 and 4% effective July 1, 2026. The award also increases the premium for Teamsters drivers to 10% per hour with a four-hour minimum, and increases the premium for Machinists driving the boom truck and knuckle boom truck to 10% with a four-hour minimum when driving hazardous loads.

Pacific Northwest Regional Council of Carpenters.

The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and a market increase of 2.5% for the journey person. The parties agreed to a double time after 8 hours of work on Saturday and all-day Sunday and double time after cumulative of 12 hours in one day.