

Association of Washington Assistant Attorneys General/Washington Federation of State Employees				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$415,000		\$2,630,000	\$3,045,000
Lump Sum	\$3,000		\$138,000	\$141,000
Total	\$418,000		\$2,768,000	\$3,186,000

Coalition				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$1,441,000		\$1,998,000	\$3,439,000
Lump Sum	\$200,000		\$839,000	\$1,039,000
Recruitment or Retention Incentive	\$204,000			\$204,000
Total	\$1,845,000		\$2,837,000	\$4,682,000

DFW Fish and Wildlife Officer Guild				
2021-23	GF-State	NGF-State	Other	Grand Total
Salary Schedule Structure Revision	\$504,000		\$900,000	\$1,404,000
Total	\$504,000		\$900,000	\$1,404,000

DFW Teamsters 760 Enforcement Sergeants				
2021-23	GF-State	NGF-State	Other	Grand Total
Salary Schedule Structure Revision	\$124,000		\$300,000	\$424,000
Total	\$124,000		\$300,000	\$424,000

Highline CC WA Public Employees Assoc (WPEA)				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$200,000	\$3,000	\$74,000	\$277,000
Lump Sum	\$201,000	\$2,000	\$75,000	\$278,000
Total	\$401,000	\$5,000	\$149,000	\$555,000

Professional and Technical Employees (PTE) - 17				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$6,000		\$2,451,000	\$2,457,000
Lump Sum	\$5,000		\$1,796,000	\$1,801,000
Total	\$11,000		\$4,247,000	\$4,258,000

Service Employees International Union (SEIU) 1199 NW - General Government				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$3,874,000		\$1,413,000	\$5,287,000
Lump Sum	\$1,862,000		\$643,000	\$2,505,000
Total	\$5,736,000		\$2,056,000	\$7,792,000

Teamsters 117				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$20,308,000		\$70,000	\$20,378,000
Lump Sum	\$11,355,000		\$34,000	\$11,389,000
Premium Pay	\$271,000		\$1,000	\$272,000
Targeted Class Increases	\$29,999,000			\$29,999,000
Overtime	\$310,000		\$16,000	\$326,000
Total	\$62,243,000		\$121,000	\$62,364,000

Teamsters 117 DES				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$59,000	\$59,000
Lump Sum			\$67,000	\$67,000
Total			\$126,000	\$126,000

WA Association of Fish and Wildlife Professionals				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$812,000		\$1,380,000	\$2,192,000
Lump Sum	\$593,000		\$1,244,000	\$1,837,000
Total	\$1,405,000		\$2,624,000	\$4,029,000

WA Federation of State Employees (WFSE) - Community College Coalition				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$2,838,000	\$120,000	\$1,875,000	\$4,833,000
Lump Sum	\$3,210,000	\$143,000	\$2,347,000	\$5,700,000
Total	\$6,048,000	\$263,000	\$4,222,000	\$10,533,000

WA Federation of State Employees (WFSE) - General Government				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$39,224,000	\$10,000	\$49,285,000	\$88,519,000
Lump Sum	\$31,651,000	\$5,000	\$34,898,000	\$66,554,000
Total	\$70,875,000	\$15,000	\$84,183,000	\$155,073,000

WA Public Employees Assoc (WPEA) - Community College Coalition				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$2,435,000	\$4,000	\$1,329,000	\$3,768,000
Lump Sum	\$2,705,000	\$4,000	\$1,595,000	\$4,304,000
Total	\$5,140,000	\$8,000	\$2,924,000	\$8,072,000

WA Public Employees Assoc (WPEA) - General Government				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$3,365,000		\$2,452,000	\$5,817,000
Lump Sum	\$2,093,000		\$1,867,000	\$3,960,000
Total	\$5,458,000		\$4,319,000	\$9,777,000

WFSE - ALJ				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$374,000	\$374,000
Lump Sum			\$21,000	\$21,000
Total			\$395,000	\$395,000

WSF Carpenters				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$55,000	\$55,000
Lump Sum			\$30,000	\$30,000
Total			\$85,000	\$85,000

WSF Ferry Agents, Supvrs, Project Admin Assoc (FASPAA)				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$160,000	\$160,000
Lump Sum			\$24,000	\$24,000
Total			\$184,000	\$184,000

WSF Inland Boatsman Union (IBU)				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$2,230,000	\$2,230,000
Lump Sum			\$1,756,000	\$1,756,000
Total			\$3,986,000	\$3,986,000

WSF Marine Engineers Beneficial Assoc (MEBA) - Licensed				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$877,000	\$877,000
Lump Sum			\$59,000	\$59,000

Premium Pay			\$7,000	\$7,000
Total			\$943,000	\$943,000
WSF Marine Engineers Beneficial Assoc (MEBA) - Port Engr				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$26,000	\$26,000
Total			\$26,000	\$26,000
WSF Marine Engineers Beneficial Assoc (MEBA) - Unlicensed				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$511,000	\$511,000
Lump Sum			\$459,000	\$459,000
Premium Pay			\$4,000	\$4,000
Total			\$974,000	\$974,000
WSF Master Mates and Pilots (MM&P) - Masters				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$372,000	\$372,000
Total			\$372,000	\$372,000
WSF Master Mates and Pilots (MM&P) - Mates				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$405,000	\$405,000
Lump Sum			\$63,000	\$63,000
Total			\$468,000	\$468,000
WSF Master Mates and Pilots (MM&P) - Watch Center Supervisors				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$53,000	\$53,000
Lump Sum			\$10,000	\$10,000
Total			\$63,000	\$63,000
WSF Metal Trades				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$223,000	\$223,000
Lump Sum			\$121,000	\$121,000
Total			\$344,000	\$344,000
WSF Office & Professional Employees International Union (OPEIU)				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$121,000	\$121,000
Lump Sum			\$69,000	\$69,000
Total			\$190,000	\$190,000
WSF Service Employees International Union (SEIU) - 6				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase			\$9,000	\$9,000
Lump Sum			\$15,000	\$15,000
Total			\$24,000	\$24,000
WSP Lieutenants and Captains Assn				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$331,000		\$789,000	\$1,120,000
Total	\$331,000		\$789,000	\$1,120,000
WSP Troopers Assn				
2021-23	GF-State	NGF-State	Other	Grand Total
General Wage Increase	\$619,000		\$13,177,000	\$13,796,000

Total	\$619,000		\$13,177,000	\$13,796,000
Grand Total	\$161,158,000	\$291,000	\$133,796,000	\$295,245,000

Non-State Employees RCW 41.56 & RCW 74.39A			
2021-23	GF-State	Other	Total
Adult Family Home Council			
<i>Labor Relations Negotiations</i>			
Base daily rates increase (wages, admin, and room/board components)	11,023,229	12,289,051	23,312,280
Healthcare component	282,668	359,758	642,426
Training component	107,848	137,262	245,110
Total	\$11,413,745	\$12,786,071	\$24,199,816

Service Employees International Union, Local 775 for Individual Home Care Workers			
2021-23	GF-State	Other	Total
<i>Labor Relations Negotiations</i>			
Individual Providers			
Retirement	137,000	174,000	311,000
Training contribution	273,000	347,000	620,000
Agency Provider Parity (RCW 74.39Q.310)			
Retirement	34,000	43,000	77,000
Training contribution	66,000	85,000	151,000
<i>Interest Arbitration Award</i>			
Individual Providers			
Base wage - general increase	20,238,000	25,757,000	45,995,000
AP experience inclusion	2,373,000	3,020,000	5,393,000
Comprehensive health benefit	15,085,000	19,199,000	34,284,000
Holidays (1.5x wages on 4 holidays)	1,632,000	2,077,000	3,709,000
Agency Provider Parity (RCW 74.39Q.310)			
Base wage - general increase	5,558,000	7,073,000	12,631,000
AP experience inclusion	632,000	804,000	1,436,000
Comprehensive health benefit	3,664,000	4,663,000	8,327,000
Holidays (1.5x wages on 4 holidays)	418,000	531,000	949,000
<i>Administration and Information Technology</i>			
AP experience inclusion	850,000	850,000	1,700,000
Holidays (1.5x wages on 4 holidays)	70,000	70,000	140,000
Retirement (participation hour contribution)	100,000	100,000	200,000
Total	\$51,130,000	\$64,793,000	\$115,923,000

Service Employees International Union, Local 925 for Family Child Care Providers			
2021-23	GF-State	Other	Total
<i>Labor Relations Negotiations</i>			
Art. 11 FFN: July 1, 2022 rate increase from \$2.65 to \$3.00, representing an 18% increase	4,410,381		4,410,381

Increase early achievers tiered reimbursement level 3.5 to 15%	853,941	853,941
Increase the non-standard hours bonus to \$90 per child per month	1,126,280	1,126,280
Total	\$6,390,602	\$6,390,602

Washington Federation of State Employees, AFSCME Council 28 – Language Access Providers			
2021-23	GF-State	Other	Total
<i>Labor Relations Negotiations</i>			
HCA: \$0.12 rate increase from \$42.20 for FY 2022 (\$42.32) and FY 2023 (\$42.44)	79,065	109,185	188,250
DCYF: \$0.12 rate increase from \$42.20 for FY 2022 (\$42.32) and FY 2023 (\$42.44)	8,099	8,099	16,197
DSHS: \$0.12 rate increase from \$42.20 for FY 2022 (\$42.32) and FY 2023 (\$42.44)	2,010	670	2,681
Total	\$89,174	\$117,954	\$207,128