



STATE OF WASHINGTON

**OFFICE OF FINANCIAL MANAGEMENT**

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October 1, 2021

*Sent via email only*

**TO:** David Schumacher, Director  
Office of Financial Management

**FROM:** Franklin Plaistowe, Assistant Director  
State Human Resources

**SUBJECT: OFFICIAL 2021-23 FISCAL YEAR 2023 SUPPLEMENTAL  
COLLECTIVE BARGAINING SUBMITTAL – Non-State Employees**

This memorandum serves as the official collective bargaining status report and submittal for the 2021–23 contract period for fiscal year 2023, per chapters 74.39A, 41.56.026, 41.56.028, 41.56.029 and 41.56.510 RCW. Below is summary-level detail about the priorities and outcomes of collective bargaining, resulting in 4 negotiated agreements for non-state employees.

State costs for the tentatively agreed to terms are contained in the attached financial submittal.

**Guiding Principles**

The agreements reached in this submittal represent our continued partnership with labor organizations to ensure vital services continue during the global pandemic. Our improved economic forecast has allowed us to provide rate increases the providers who play an integral role in the COVID-19 response and are important to the state’s continued economic recovery.

With this context, we sought to make improvements in our workforce by addressing several ongoing challenges, including:

- Supporting adult family home providers impacted by the COVID-19 pandemic and investing in training for new long term care workers. These investments ensure Washingtonians have access to safe, community-based care.
- Maintaining the base subsidy rate and adding a cost of care rate enhancement for family child care providers reduces economic insecurity amongst licensed providers so that they can remain operational and provide needed support for low-income and working families.
- Recognizing lower wage caregivers providing valuable in-home services to some of our vulnerable members of the population during the pandemic and going forward.

- Ensure equal access for non-English speaking clients for Medicaid and social service appointments.

### **Negotiated agreements**

The contractual terms described below are a result of negotiations between the parties. The costs of these are outlined by collective bargaining agreement in the attached financial submittal.

#### *Non-state employees*

- Service Employees International Union Local 775 (individual providers of home care services)  
*Increase to base rate*
- Service Employees International Union Local 925 (family child care providers)  
*Cost of care enhancement*
- Adult Family Home Council (adult family home providers)  
*Increase to base rate and training contribution*
- Washington Federation of State Employees (language access providers)  
*Hourly rate increase, \$1.04*

cc: Pat Lashway, Deputy Director, OFM  
Nona Snell, Assistant Budget Director, OFM  
Roselyn Marcus, Assistant Director, OFM Legal & Legislative Affairs  
Kelly Woodward, Deputy Assistant Director, State HR  
Diane Lutz, Section Chief, State HR

Attachment: Financial Submittal

2021-23 Cost of Interest Arbitration Awards and Tentative Agreements (October 1, 2021)

OFM, State Human Resources Division

	# of Positions	General Fund-State \$		Other Funds \$		Total \$		2021-23
		FY 2022	FY 2023	FY 2022	FY 2023	FY 2022	FY 2023	Biennial \$
<b>Non-State Employees RCW 41.56 &amp; RCW 74.39A</b>	<b>49,367</b>		<b>\$93,587,123</b>		<b>\$53,742,696</b>		<b>\$68,848,819</b>	<b>\$147,329,819</b>
<b>Adult Family Home Council</b>	<b>2,492</b>		<b>\$10,311,000</b>		<b>\$9,490,000</b>		<b>\$19,801,000</b>	<b>\$19,801,000</b>
<i>Labor Relations Negotiations</i>								
Base Daily Rates Increase (wages, admin, and room/board components)			9,869,000		9,049,000		18,918,000	18,918,000
Training contribution increase			442,000		441,000		883,000	883,000
<b>Service Employees International Union, Local 775 for Individual Home Care Workers</b>	<b>38,184</b>		<b>\$34,532,000</b>		<b>\$43,949,000</b>			<b>\$78,481,000</b>
<i>Labor Relations Negotiations</i>								
<i>Individual Providers</i>								
Base Wage - General Increase			27,064,000		34,446,000			61,510,000
CDE Administrative Cost: B & O Impact 1.8%			487,000		620,000			1,107,000
<i>Agency Provider Parity (RCW 74.39Q.310)</i>								
Base Wage - General Increase			6,981,000		8,883,000			15,864,000
<b>Service Employees International Union, Local 925 for Family Child Care</b>	<b>6,870</b>		<b>\$48,507,704</b>				<b>\$48,507,704</b>	<b>\$48,507,704</b>
<i>Labor Relations Negotiations</i>								
Cost of Care Enhancement			48,507,704				48,507,704	48,507,704
<b>Washington Federation of State Employees, AFSCME Council 28 – Language Access Providers</b>	<b>1,821</b>		<b>\$236,419</b>		<b>\$303,696</b>		<b>\$540,115</b>	<b>\$540,115</b>
<i>Labor Relations Negotiations</i>								
HCA: \$1.04 rate increase from \$42.44 for FY 2023 (\$43.48)			210,785		291,085		501,870	501,870
DCYF: \$1.04 rate increase from \$42.44 for FY 2023 (\$43.48)			19,825		10,675		30,500	30,500
DSHS: \$1.04 rate increase from \$42.44 for FY 2023 (\$43.48)			5,809		1,936		7,745	7,745