



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

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September 30, 2022

*Sent via email only*

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

**FROM:** Michaela Doelman, Chief Human Resources Officer *MD*  
State Human Resources Division

**SUBJECT: OFFICIAL 2023-25 COLLECTIVE BARGAINING SUBMITTAL – NON-STATE EMPLOYEES**

This memorandum serves as the official collective bargaining status report and submittal for the 2023–25 contract period, per chapter 74.39A RCW and RCW 41.56.028, 41.56.029 and 41.56.510. Below is summary-level detail about the priorities and outcomes of collective bargaining, resulting in three 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 as we emerge from the global pandemic.

We sought to make improvements for our non-state employee groups by addressing several ongoing challenges, including:

- Ensuring that Washingtonians have access to safe, community-based care by investing in supports for clients and adult family home providers. These investments include an increase in the base daily rate, specialty contracts that support the state’s efforts to transform mental health, and training for new long-term care workers.
- To improve the availability of services and to support families’ access to high quality childcare, we invested in increased rates for exempt providers, increased the base subsidy rate, and increased a cost-of-care rate enhancement for licensed family childcare providers. These investments reduce economic insecurity and help providers to continue supporting low-income and working families.
- Enhancing access to spoken language interpreter services for Medicaid enrollee and social service appointments of individuals with limited English proficiency by:
  - increasing rates of pay for in-person and remote interpreting;
  - addressing the expanded scope of bargaining in the area of health and welfare benefits; and
  - improving CBA-provided processes and procedures.

## **Negotiated agreements and interest arbitration awards**

The contractual terms described below are a result of negotiations or interest arbitration between the parties. The costs of each collective bargaining agreement are outlined in the attached financial submittal.

### *Non-state employees*

- Service Employees International Union Local 925 (family childcare providers)
  - An increase in the hourly rate of care provided by family, friends and neighbors (FFNs) per child from \$3.00 to \$3.85 on July 1, 2023 and an increase to \$4.00 on July 1, 2024.
  - An increase in base subsidy rates for licensed providers to the 85<sup>th</sup> percentile of the 2021 market rate survey.
  - In recognition of the need to modify the current subsidy base rate model to support the full cost of quality care, the agreement increases the cost-of-care subsidy base rate enhancement from \$2,000 to \$2,100 per month per licensed provider.
  - To eliminate the disparate impact that background check fees have on an individual provider's ability to provide subsidized care, the agreement requires the Department of Children, Youth, and Families to pay all background check and finger printing fees on behalf of licensed family child care providers.
- Adult Family Home Council (adult family home providers)
  - Increase the base daily rate to 95%, expanded community services and meaningful day daily rates.
  - Increase add-on rates for community integration and specialized behavioral supports.
  - Increase the training network contribution.
  - Increase HIV/AIDS House and respite rates.
- Washington Federation of State Employees (language access providers)
  - Rate increases for in-person interpreting of 6% on July 1, 2023 and 3% on July 1, 2024; over-the-phone interpreting increase of 6.5% on July 1, 2023 and 3% on July 1, 2024; video-remote interpreting first 10 minutes increase of 6% on July 1, 2023 and 3% on July 1, 2024; and for every minute thereafter increase of 6.7% on July 1, 2023 and 3% on July 1, 2024.
  - Social service block appointments increase of 6% on July 1, 2023 and 3% on July 1, 2024; application of refusal of services, no-shows, and cancellations to remote interpreting in addition to in-person interpreting.
  - Removal of the \$50,000/fiscal year Social Service Mileage Pilot MOU.

Attachment: Financial Submittal

cc: Emily Beck, Deputy Director, OFM  
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