



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

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December 7, 2022

TO: David Schumacher
Director

FROM: Roselyn Marcus, Assistant Director
Legal and Legislative Affairs

SUBJECT: SUMMARY OF MAJOR ELEMENTS OF 2023-25 COLLECTIVE BARGAINING AGREEMENTS, ARBITRATION AWARDS, AND K-12 HEALTH CARE AGREEMENT SUBMITTED BY OCTOBER 1, 2022

By law¹ the Governor shall submit a request for funds necessary to implement the compensation and fringe benefit provisions in collective bargaining agreements, arbitration awards and the K-12 health care agreement only if the agreements are submitted to the director of the Office of Financial Management (OFM) by October 1 and the director certifies these provisions as being "feasible financially for the state." This memorandum provides the information for agreements reached through negotiations between the parties, agreements reached through interest arbitration awards, the K-12 health care agreement, and agreements reached by higher education institutions that are subject to a determination of financial feasibility and were submitted to OFM by October 1, 2022. The summary includes only the major elements of the agreements that have a financial impact.

Guiding Principles for Negotiated Agreements and Arbitration Awards

The agreements for state and non-state employees were based on a set of guiding principles. The guiding principles for state employee union agreements and the arbitration awards were as follows:

- Prioritize compensation needs for the state workforce by providing a general wage increase, targeted increases to recruit and retain workers, strengthen efforts to meet staffing needs in the state's 24/7 facilities, and improve pay for low-wage workers. This is to address the effects of inflation on the cost of living, the increased competition for workers, and the state pay scales that continue to lag behind both the private sector and other public employers. These factors have resulted in unacceptably high turnover and vacancy rates in state positions.
- Prioritize the safety of the state workforce by establishing COVID-19 vaccination as a permanent condition of employment and providing incentives for receiving COVID-19 boosters.

The agreements negotiated with the unions representing workers of the Washington State Ferries (WSF) also focused on these same guiding principles. Investments were specifically aimed at achieving operational efficiencies in dispatching fleet employees, providing full-time work for on-call employees, offering opportunities for people in historically marginalized communities to work for the WSF, and providing promotional opportunities for deck employees to meet staffing needs now and in the future. The agreements negotiated by the institutions of higher education focused on compensation of their

¹ Requests for funds necessary to implement the compensation and fringe benefit provisions of collective bargaining agreements and arbitration awards are governed by chapters 41.56, 41.80, 47.64, and 74.39A RCW. In addition, the request for funds necessary to implement the School Employees Benefits Board program's K-12 negotiated health care agreement is governed by RCW 41.56.500 and 41.59.105.

workforce. To address recruitment and retention issues and the challenges in maintaining a high-quality workforce, the agreements also included different forms of compensation increases, recruitment and retention bonuses, and targeted compensation benefits for specific positions.

Non-state employee groups provide services to some of the most vulnerable people in our state. The guiding principles for these agreements sought to address ongoing challenges that include:

- Ensuring access to safe, community-based care by investing in supports for clients and adult family home providers.
- Improving availability and access to high quality childcare services.
- Enhancing access to spoken language interpreter services for individuals with limited English language proficiency for Medicaid clients and social service appointments.

OFM Negotiated Agreements

The following are the collective bargaining agreements reached through negotiations between OFM and the labor organizations. An overview of key terms is provided.

General Government and Community Colleges Negotiated Agreements

Unless otherwise specified below, the negotiated agreements with general government and community college coalition unions listed below all include:

- A general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024.
- Targeted job classification base range increases.
- Recognition and retention lump sum payments for employees employed on or before July 1, 2022, and continuously employed through July 1, 2023.
- Shift premium increase for eligible shifts from \$1 to \$2.50 per eligible hour.
- COVID-19 booster incentive of \$1,000.

Additional economic provisions beyond those listed above are summarized below for the specific agreement.

- *Washington Public Employees Association, Higher Education Community College Coalition.*
- *Teamsters 117 - Department of Enterprise Services.*
- *International Federation of Professional & Technical Engineers, Local 17.*
- *Washington Association of Fish and Wildlife Professionals (WAFWP).*
- *Washington Public Employees Association, General Government.* The agreement also includes a \$2,000 per fiscal year lump sum payment for teachers and other certificated permanent employees at the Washington State Center for Deaf and Hard of Hearing Youth and the Washington State School for the Blind.
- *Washington Federation of State Employees (WFSE), General Government.* The agreement also includes supplemental shift premium increases for nurse classifications; 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; and an increase of \$250 to the annual lump sum payment for Labor and Industries risk classes 7200/7201.
- *Washington Federation of State Employees, Higher Education Community College Coalition.* The agreement does not include the COVID-19 lump sum booster incentive of \$1,000.

- *Service Employees International Union (SEIU) Healthcare 1199 NW*. The agreement includes supplemental shift premium increases for nurse classifications; 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; ARNP extra duty assignment compensation at 1.25 times the regular rate of pay; and ARNP ANCC Board certification incentive of \$2,500. In addition, this agreement includes a preceptor premium pay increase, increase in training dollars, additional retention incentive of \$1,500, and \$500 annual lump sum payment for Labor and Industries risk classes 7200/7201.
- *The Coalition of Unions (with fewer than 500 employees in each union)*. The agreement also includes supplemental shift premium increases for nurse classifications; 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; extra-duty pay for communication officers who work in excess of 45 hours in a work week, and \$500 annual lump sum payment for Labor and Industries risk classes 7200/7201.
- *Washington Federation of State Employees-Association of Washington Assistant Attorneys General*. The agreement does not include the COVID-19 lump sum booster incentive of \$1,000. However, this agreement does include a retention premium for AAGs at 5 and 10 years of service with the agency, with the retention premium of 5% starting at year 5 effective for the 2023-25 biennium. The agreement also includes a new step on the salary schedule, effective July 1, 2024.
- *Washington Federation of State Employees-Administrative Law Judges*. The agreement also includes the reimbursement of the annual dues and one-time reciprocity fees, where applicable, for the Washington State Bar Association.

Washington State Patrol Union Negotiated Agreements

The following negotiated agreements include a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. Additional terms are summarized for each agreement below.

- *Washington State Patrol Troopers Association*. The agreement also includes an increase to 10% premium pay for field training sergeants, 5% premium pay for Rapid Deployment Force while deployed, \$3,500 lump sum for recruitment and retention that is payable in July 2023 and July 2024, \$1,000 lump sum payment for COVID-19 booster incentive, and an increase to the annual clothing allowance for certain employees.
- *Washington State Patrol Lieutenants and Captains Association*. The agreement also includes 5% premium pay for Rapid Deployment Force while deployed, \$3,500 lump sum for recruitment and retention that is payable in July 2023 and July 2024, \$1,000 lump sum payment for COVID-19 booster incentive, and an increase to the annual clothing allowance for certain employees.

Department of Fish and Wildlife Unions Negotiated Agreements

The following negotiated agreements with the department's commissioned officers include a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, COVID-19 lump sum booster incentive, and longevity premium pay. These agreements also include a \$2,000 lump sum payable in July 2023 and geographic premium for certain locations.

- Fish and Wildlife Officers Guild
- Teamsters Local 760

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)*. The agreement includes a general wage increase of 5% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. In addition, the agreement includes a holiday pay increase and provision of a clothing allowance for terminal supervisors.
- *Office and Professional Employees International Union (OPEIU) Local 8*. The agreement includes a general wage increase of 5% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a modified salary schedule to one year of service for each step and targeted increases for dispatchers, relief dispatchers, and dispatch coordinators.
- *Service Employees International Union (SEIU) Local 6*. The agreement includes a general wage increase of 5% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a wage adjustment to maintain alignment with general government classifications and to ensure foreperson differential.
- *International Organizations of Masters, Mates and Pilots-Mates*. The agreement includes a general wage increase of 6% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. In addition, to prevent inversion and compression between classifications, the agreement includes a standard percentage spread between classifications.
- *International Organizations of Masters, Mates and Pilots-Masters*. The agreement includes a general wage increase of 6% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. In addition, to prevent inversion and compression between classifications, the agreement includes a standard percentage spread between classifications.
- *International Organization of Master Mates and Pilots (MM&P)-Watch Center Supervisors*. The agreement includes a general wage increase of 6% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes an increase in shift premium and enhancement for all compensable hours for relief employees.
- *Marine Engineers' Beneficial Association-Licensed Engineer Officers*. The agreement includes a general wage increase of 5% effective July 1, 2023 and 4% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a targeted increase for chief engineer and alternative staff chief engineer classifications and an increase for licensure reimbursement and steel-toed boot reimbursement.
- *Marine Engineers' Beneficial Association-Unlicensed Engine Room Employees*. The agreement includes a general wage increase of 7% effective July 1, 2023 and 5% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a recruitment and retention payment for oilers with their assistant engineer licensure and steel-toed boot reimbursement.
- *Marine Engineers' Beneficial Association (MEBA)-Port Engineers*. The agreement includes a general wage increase of 5% effective July 1, 2023, 3% effective July 1, 2024 for specified

classifications, and a \$1,000 lump sum payment for a COVID-19 booster incentive. The agreement also includes a general wage increase of 5% for maintenance analyst project engineers effective July 1, 2023 and 5% effective July 1, 2024, an increase in “duty pay” for port engineers, and steel-toed boot reimbursement.

Public Employee Benefits Board Health Care Coalition Negotiated Agreement

The health care agreement with the coalition of unions maintains the state contribution of 85% of the monthly premium based on the employer medical contribution, and the employee contribution of the remaining 15%.

In addition, the agreement maintains the provisions for eligible employees to have the option to earn an annual \$125 wellness incentive in the form of a reduction in the medical deductible or a deposit into a Health Savings Account. The agreement also maintains the provision for employees with a full-time equivalent base salary of \$60,000 or less to receive an annual \$250 payment to a medical flexible spending arrangement if certain criteria is met.

K-12 Health Care Coalition Negotiated Agreement

The health care agreement with the coalition of K-12 unions maintains the contribution of 85 percent of the monthly premium (and no less than \$600), known as the employer medical contribution (EMC), for the self-insured School Employees Benefits Board (SEBB) branded Uniform Medical Plan, with employees contributing the balance of the premium. The parties also agreed to bargain the impacts of any plan changes in the UMP Achieve 2 plan that have the net effect of shifting health care costs from employers to plan participants.

In addition, the parties agreed to an additional monthly contribution of \$6 on behalf of each eligible employee for health care benefits for the plan years beginning January 1, 2024 and January 1, 2025. Any amount in the enacted budget that reduces member costs will be applied to offset this additional contribution.

Non-State Employee Union Negotiated Agreement

Service Employees International Union Local 925 (family childcare providers). The agreement includes an increase in the hourly rate of care provided by family, friends and neighbors (FFNs) from \$3.00 to \$3.85 effective July 1, 2023, and an increase to \$4.00 on July 1, 2024. The agreement increases the base subsidy rates for licensed providers to the 85th 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. And finally, 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 childcare providers.

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. The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and healthcare R&R wage increases of 4% effective January 1, 2023 and 5% effective July 1, 2023. The agreement also includes other increases including targeted increases and lump sum payments, premium increases for

specified employees, targeted increases for specified classifications, increases in the scholarship fund and education support funds, and annual step increases.

University of Washington – Service Employees International Union Local 925. The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and healthcare R&R wage increases of 4% effective January 1, 2023 and 5% effective July 1, 2023. The agreement also includes other increases including targeted increases and a lump sum payment, premium increases for specified employees, targeted increases for specified classifications, increases in the scholarship fund and education support funds, and annual step increases.

University of Washington – Service Employees International Union Local 1199 (Research/Hall Health). The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and a healthcare R&R wage increase of 4% effective January 1, 2023. The agreement also includes a premium increase for BSNs and annual step increases.

University of Washington – Service Employees International Union Local 1199 (HMC/ALNW). The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and healthcare R&R wage increases of 4% effective January 1, 2023 and 5% effective July 1, 2023. The agreement also includes other increases including a premium increase for standby, R&R respiratory care and radiology, critical R&R increases and annual step increases.

University of Washington – Service Employees International Union Local 1199 (UWMC-NW). The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and healthcare R&R wage increases of 4% effective January 1, 2023 and 5% effective July 1, 2023. The agreement also includes other increases including a restructured bargaining unit pay table, a premium increase for standby and evening and night shifts for CNAs, increased premium eligibility for clinic float platform, critical R&R increases, new premium for license pay for social workers, and annual step increases.

University of Washington – Washington State Nurses Association (UWMC-NW). The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and a healthcare R&R wage increase of 4% effective January 1, 2023. The agreement also includes other increases including an increase in first five steps, premium increase for standby, new premium for MSN extra step, double time over 12 hours, and annual step increases.

University of Washington – Washington State Nurses Association (UWMC-ML). The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024, and a healthcare R&R wage increase of 4% effective January 1, 2023. The agreement also includes other increases including an increase in first five steps, premium increase for standby and perm float, new premium for NICU resource, and annual step increases.

University of Washington – Teamsters Local 117 (Police). The agreement includes a general wage increase of 10% effective July 1, 2023 and 10% effective July 1, 2024. The agreement also includes a new top step, premium increases for education, new premium for specified classifications, lump sum payment for fitness test, and annual step increases.

University of Washington – Washington Federation of State Employees (Police Management). The agreement includes a general wage increase of 10% effective July 1, 2023 and 10% effective July 1, 2024. The agreement also includes a lump sum payment for fitness test and annual step increases.

Washington State University – Washington Federation of State Employees. The agreement for bargaining units 2, 13, 15 and 20 includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024.

Washington State University – International Union of Operating Engineers, Local 280. The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024.

Washington State University – WSU Police Guild Bargaining Unit 4. The agreement includes a general wage increase of 8% effective July 1, 2023 and 8% effective July 1, 2024. The agreement also includes education level incentive pay and longevity incentive pay.

Central Washington University – Washington Federation of State Employees. The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes a \$75 annual footwear allowance, an \$18/hour minimum wage, and an increase in the shift differential from \$1.25 to \$1.50.

Central Washington University – Public School Employees. The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes an \$18/hour minimum wage and an increase in the shift differential from \$1.25 to \$1.50.

The Evergreen State College – Washington Federation of State Employees. The agreement includes a general wage increase of 4% effective July 1, 2023, and 3% effective July 1, 2024. The agreement also includes a lump sum retention bonus payment, a lump sum booster incentive payment, and an increase to the hourly shift differential rate.

The Evergreen State College – Washington Federation of State Employees, Uniformed Personnel. The agreement includes a general wage increase of 4.5% effective July 1, 2023 and 4.5% effective July 1, 2024.

Western Washington University – Washington Federation of State Employees - Bargaining Units 1 (Clerical), 2 (Trades), and 3 (Supervisory Trades). The agreements for the three bargaining units include a general wage increase of 4% effective July 1, 2023, a regional adjustment of 2% for employees based in Whatcom/Skagit counties effective July 1, 2023, and a general wage increase of 3% effective July 1, 2024. The agreements include an increase in shift premium pay from \$1 to \$1.50 per hour and Step M acceleration. The agreement for Bargaining Unit 2 also includes an increase to the custodian range, while the agreement for Bargaining Units 2 and 3 include an increase for steam plant operator positions.

Western Washington University – Public School Employees – Bargaining Units 4 (PTE-Non-Supervisory) and 5 (Supervisory). The agreements for the two bargaining units include a general wage increase of 4% effective July 1, 2023, a regional adjustment of 2% for employees based in Whatcom/Skagit counties effective July 1, 2023, and a general wage increase of 3% effective July 1, 2024. The agreements also include Step M acceleration.

Western Washington University – Matt Herzog Memorial FOP Lodge #24 – Bargaining Units 6 (Non-Supervisory Uniformed Personnel) and 7 (Supervisory Uniformed Personnel). The agreements for the two bargaining units include a general wage increase of 5% effective July 1, 2023 and 3% effective July 1, 2024, and a one-time lump sum payment of \$1,800 for fiscal year 2024.

Eastern Washington University – Washington Federation of State Employees. The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes a lump sum payment for specified employees, targeted increases for specified classifications, and an increase in the shift differential.

Eastern Washington University – Washington Federation of State Employees Uniformed Personnel. The agreement includes a general wage increase of 3.5% effective July 1, 2023, and 3.5% effective July 1, 2024. The agreement also includes a \$100 lump sum signing bonus for qualified employees, and a \$1,000 lump sum retention bonus payment for qualified employees.

Eastern Washington University – Public School Employees. The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes a lump sum payment for specified employees, targeted increases for specified classifications, and an increase in the shift differential.

Yakima Valley Community College – Washington Public Employees Association. The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes targeted job classification base range increases, recognition and retention lump sum payments for eligible employees, and shift premium increase for eligible shifts.

Highline College – Public School Employees. The agreement includes a general wage increase of 4% effective July 1, 2023 and 3% effective July 1, 2024. The agreement also includes a \$1,000 lump sum booster incentive payment.

Interest Arbitration Awards

Agreements were reached with the following unions as a result of interest arbitration, which include economic provisions.

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, 2023, 2% effective July 1, 2024, 2% effective January 1, 2025, and targeted increases. The arbitration award also includes a shift premium increase for eligible shifts from \$1.00 to \$2.50 per eligible hour and certain assignment pay for Community Response Unit, Civil Commitment Unit, and Essential Prison Backfill positions.

Teamsters Local 117, Department of Corrections. The interest arbitration award includes a general wage increase of 6% effective July 1, 2023 and 4% effective July 1, 2024, targeted job classification increases, and a \$1,500 lump sum payment. In addition, the interest arbitration award provided conversion of Step M to a regular step on the salary schedule and the establishment of a mentorship incentive and an employee referral program.

Marine Union Arbitration Awards

Inlandboatmen's Union of the Pacific (IBU). The interest arbitration award includes a general wage increase of 8% effective July 1, 2023 and 6% effective July 1, 2024, and a \$1,000 lump sum payment for a COVID-19 booster incentive.

Puget Sound Metal Trades Council. The interest arbitration award includes a general wage increase of 8% effective July 1, 2023 and 5% effective July 1, 2024. The award also includes an increase for shoe reimbursement.

Pacific Northwest Regional Council of Carpenters. The interest arbitration award includes a general wage increase of 5% effective July 1, 2023 and 5% effective July 1, 2024. The parties agreed to a \$1,000 lump sum payment for a COVID-19 booster incentive.

Nonstate Employee Union Arbitration Awards

Adult Family Home Council (adult family home providers). The interest arbitration award includes an increase in the base daily rate to 95%, expanded community services, and meaningful day daily rates. The agreement also includes increased add-on rates for community integration and specialized behavioral supports, increase in the training network contribution, and increase in HIV/AIDS House and respite rate.

Washington Federation of State Employees (language access providers). The interest arbitration award includes:

- in-person interpreting rate increase of 6% effective July 1, 2023 and 3% effective July 1, 2024;
- over-the-phone interpreting rate increase of 6.5% effective July 1, 2023 and 3% effective July 1, 2024;
- video-remote interpreting first 10 minutes increase of 6% effective July 1, 2023 and 3% effective July 1, 2024;
- and for every minute thereafter increase of 6.7% effective July 1, 2023 and 3% effective July 1, 2024.

The award also includes social service block appointments increase of 6% effective July 1, 2023 and 3% effective July 1, 2024, potential application of refusal of services, no-shows, and cancellations to remote interpreting in addition to in-person interpreting, and removal of the \$50,000 per fiscal year Social Service Mileage Pilot MOU.