



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

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August 30, 2024

TO: Members, Joint Committee on Employment Relations

FROM: David Schumacher
Director

SUBJECT: STATUS OF 2025-27 COLLECTIVE BARGAINING

In accordance with RCW 41.80.010(5) and 41.56.473(4)(a), I am writing to provide the status of collective bargaining conducted by the Office of Financial Management (OFM) for the 2025-27 biennium. This document covers only those bargaining units for which the OFM State Human Resources Division serves as the employer representative on behalf of the Governor.

Current numbers

- Total number of collective bargaining agreements negotiated by OFM: 33
- Total number of state employees covered by a collective bargaining agreement negotiated by OFM: 64,522.

State general government and higher education employee agreements negotiated by OFM:

- 9 for general government (Note: some unions have agreements for a subset of the represented employees contained within a separate section of the master agreement.)
- 2 for higher education classified employees (Note: we do not bargain for all higher education institutions; only those that ask us to represent them.)
- 4 for law enforcement at WSP and WDFW
- 12 for the WSDOT Marine Division

Non-state employee agreements negotiated by OFM: 3. OFM is negotiating the following agreements with unions representing non-state employees:

- 1 covering approximately 4,200 family child care providers
- 1 covering approximately 4,700 adult family home providers
- 1 covering approximately 900 language access providers

Healthcare coalition agreements negotiated by OFM: 2

- 1 for school employee benefits (SEB)
- 1 for state (public) employee benefits (PEB)

Current unions

Unions currently representing state general government and higher education employees:

- Washington Federation of State Employees, AFSCME Council 28 (WFSE)
- Washington Federation of State Employees – Higher Education
- Washington Federation of State Employees – Department of Corrections
- Teamsters Local Union 117 – Washington Management Service (new this year)

- Washington Federation of State Employees – Administrative Law Judges
 - Washington Federation of State Employees – Association of Washington Assistant Attorneys General
 - Washington Public Employees Association, UFCW, Local 365
 - Washington Public Employees Association – Higher Education
 - Professional & Technical Employees, Local 17
 - Service Employees International Union, Local 1199 NW
 - Teamsters Local Union 117
 - Washington Association of Fish and Wildlife Professionals
 - Coalition:
 - Affiliated Washington Pharmacists*
 - Association of Industrial Appeals Judges*
 - Fraternal Order of Police, Labor Coalition*
 - Fraternal Order of Police, Lieutenants*
 - International Association of Fire Fighters*
 - International Brotherhood of Electrical Workers, Local 76*
 - International Organization of Masters, Mates & Pilots*
 - Teamsters Local 174*
 - Teamsters Local 760 – Captains and Lieutenants*
 - Union of Physicians of Washington*
 - United Association of Plumbers and Pipefitters, Local 32*
 - Washington Association of Fish Hatchery Professionals*
 - Washington State Nurses Association*
 - Washington State Patrol Trades Association*
 - Washington State Patrol Trades Supervisors Association*
- * OFM negotiates one agreement with these unions as a coalition.

Unions currently representing law enforcement officers:

- Fish and Wildlife Officers' Guild
- Teamsters Local 760 – Enforcement Officers
- Washington State Patrol Troopers Association
- Washington State Patrol Lieutenants and Captains Association

Unions currently representing the WSDOT Marine Division:

- Ferry Agents, Supervisors, and Project Administrators Association (FASPAA)
- Inlandboatmen's Union of the Pacific (IBU)
- Marine Engineers' Beneficial Association – Licensed (MEBA L)
- Marine Engineers' Beneficial Association – Unlicensed (MEBA UL)
- Marine Engineers' Beneficial Association – Port Engineers (MEBA PE)
- Masters, Mates & Pilots - Mates (MM&P Mates)
- Masters, Mates & Pilots - Masters (MM&P Masters)
- Masters, Mates & Pilots – Watch Center Supervisors (MM&P WCS)
- Western States Regional Council of Carpenters
- Puget Sound Metal Trades Council (PSMTC)
- Office and Professional Employees International Union – Local No. 8 (OPEIU)
- Service Employees International Union – Local No. 6 (SEIU)

Unions currently representing non-state employees:

- Service Employees International Union – Local 925 (Family Child Care Providers)
- Adult Family Home Council (Adult Family Home Providers)
- Washington Federation of State Employees (Language Access Providers)

Status of bargaining

Status of general government bargaining (non-interest arbitration tables)

OFM is still in bargaining with the majority of general government bargaining units, as well as with the two higher education units. We anticipate bargaining to conclude in mid- to late September.

Status of interest arbitration-eligible table bargaining

The following unions are eligible for interest arbitration. Bargaining with these unions has largely concluded; however, the parties may continue discussions even through arbitration. If no agreement is reached, an independent arbitrator will provide an award. All arbitrations should be complete by the end of August, and awards must be received by OFM by September 30, 2024 to be included in the October 1, 2024, submittal.

Adult Family Home Council (AFHC)	Tentative agreement reached
Ferry Agents Supervisors and Project Administrators Association (FASPAA)	Tentative agreement reached
Fish and Wildlife Officers Guild (FWOG)	Tentative agreement reached
Inlandboatmen’s Union of the Pacific (IBU)	Arbitration concluded; award received
Marine Engineers’ Beneficial Association, Licensed (MEBA-L)	Arbitration in process
Marine Engineers’ Beneficial Association, Port Engineers (MEBA-PE)	Arbitration in process
Marine Engineers’ Beneficial Association, Unlicensed (MEBA-UL)	Arbitration in process
Masters, Mates and Pilots – Masters (MM&P Masters)	Tentative agreement reached
Masters, Mates and Pilots – Mates (MM&P Mates)	Tentative agreement reached
Masters, Mates and Pilots – Watch Center Supervisors (MM&P WCS)	Tentative agreement reached
Office and Professional Employees International Union Local 8 (OPEIU 8)	Tentative agreement reached
Western States Regional Council of Carpenters	Arbitration concluded; awaiting award
Puget Sound Metal Trades Council ¹	Arbitration concluded; awaiting award
Service Employees International Union Local 6 (SEIU 6)	Pending agreement
Service Employees International Union Local 925 Child Care Providers (SEIU 925)	Tentative agreement reached
Teamsters Local 117 (DOC)	Arbitration in process

¹ **Metal Trades Unions:** International Brotherhood of Electrical Workers, Local 46, International Association of Machinists and Aerospace Workers, Local 79, United Sheet Metal Workers International Association, Local 66, International Brotherhood of Teamsters, Locals 117 and 174, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers, Local 104 and United Association of Journeymen & Apprentices, of the Plumbing and Pipefitting Industry, of the U.S. and Canada, Local 32.

Teamsters Local 760 (DFW)	Tentative agreement reached
Washington Federation of State Employees - DOC	Arbitration concluded; awaiting award
Washington Federation of State Employees - Language Access Providers	Arbitration concluded; awaiting award
Washington State Patrol Lieutenants and Captains Association (WSPLCA)	Tentative agreement reached
Washington State Patrol Troopers Association (WSPTA)	Tentative agreement reached

Status of health care agreement bargaining

OFM has concluded negotiations with the super coalition for the health care agreement for public employees. Bargaining with the super coalition for health care for school employees is ongoing and will conclude by the end of September. These agreements establish the contribution criteria to be included in all 2025-27 master collective bargaining agreements for public employees and school employees.

Bargaining priorities this cycle

OFM works diligently to balance the need to address the increasing demand for state services and the state workforce needs with our obligation to prepare a financially feasible bargaining package. Although we approach each bargaining table in good faith and are coming to tentative agreements based on the unique discussion with each table, our broad enterprise priorities have been to focus on:

- Maintaining operations
- Addressing staffing challenges
- Meeting statutory obligations
- General wage increases to maintain market competitiveness

Next steps

Proposed contracts must be tentatively agreed upon and submitted to the OFM Director by October 1 for OFM certification of financial feasibility and inclusion in the Governor's proposed 2025-27 budget.

If you have any questions, please do not hesitate to contact Michaela Doelman, Chief Human Resources Officer, at michaela.doelman@ofm.wa.gov or (360) 790-8315.

cc: Joby Shimomura, Chief of Staff, Office of the Governor
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Michaela Doelman, Chief Human Resources Officer, OFM
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