



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

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December 1, 2024

TO: Pat Sullivan
Director

FROM: Roselyn Marcus, Director
OFM Legal and Contract Services

SUBJECT: SUMMARY OF MAJOR ELEMENTS OF 2025-27 COLLECTIVE BARGAINING AGREEMENTS, ARBITRATION AWARDS, AND K-12 HEALTH CARE AGREEMENT SUBMITTED BY OCTOBER 1, 2024

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, 2024. The summary includes only the major elements of the agreements that have a financial impact.

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 Agreements²

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

- A general wage increase of 3% effective July 1, 2025, and 2% effective July 1, 2026.
- Targeted job classification base range increases effective July 1, 2025.
- At least twenty-four (24) hours of paid Wildfire Disaster leave during a state of emergency.
- An expanded definition of family member and qualifying events for paid bereavement leave.
- Leave with pay for employees to travel and receive recommended vaccine(s) during a declared state of emergency due to a pandemic.
- Expansion of paid bereavement leave from three to five days for eligible employees (exclusive of Teamsters Local 117).

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.

² Tentative agreements were reached with the Washington Public Employees Association-General Government and Washington Public Employees Association-Community College Coalition but the membership rejected the tentative agreements.

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

- *International Federation of Professional & Technical Employees, Local 17 (PTE).*
- *Washington Association of Fish and Wildlife Professionals (WAFWP).*
- *Washington Federation of State Employees (WFSE), General Government.* The agreement also includes: an additional \$1 per hour supplemental shift premium for eligible employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and whose duties are performed on location on evenings and weekends; 5% premium pay for employees who are assigned to a 24/7 facility that provides direct care to residents, patients, at-risk youth, and/or clients and whose duties are required to be performed on location, which will be in effect for the 2025-27 biennium; three additional steps on the nurse salary schedule; and an increase in the annual lump sum payment for employees in LNI risk codes 7200/7201 from \$500 to \$750.
- *Washington Federation of State Employees, Higher Education Community College Coalition.*
- *Service Employees International Union (SEIU) Healthcare 1199 NW.* The agreement also includes: an additional \$1 per hour supplemental shift premium for eligible employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and whose duties are performed on location on evenings and weekends; a 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, which premium pay will be in effect for the 2025–27 biennium; three additional steps on the nurse salary schedule; an increase in the annual lump sum payment for employees in LNI risk codes 7200/7201 from \$500 to \$750; a 5% assignment pay for RN2s and RN3s at DCYF juvenile rehabilitation institutions; and \$100 standby rate for ARNP and ARNP leads.
- *The Coalition of Unions (with fewer than 500 employees in each union).* The agreement also includes: the Fish and Wildlife Captains and Lieutenants Association (FWLCA) receive a general wage increase of 17% effective July 1, 2025 and 2% effective July 1, 2026, and a 5% differential between sergeants and lieutenants and between lieutenants and captains; an additional \$1 per hour supplemental shift premium for eligible employees who are assigned to a facility that provides direct care to residents, patients, and/or clients and whose duties are performed on location on evenings and weekends; a 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, with the premium pay in effect for the 2025-27 biennium; three additional steps on the nurse salary schedule; and an increase in the annual lump sum payment for employees in LNI risk codes 7200/7201 from \$500 to \$750.
- *Washington Federation of State Employees-Association of Washington Assistant Attorneys General.* The agreement also includes a retention premium of 5% starting at year 5 and 7.5% at year 10 that will be in effect for the 2025-27 biennium, a 5% dual-language premium, and a new job classification of Managing Assistant Attorneys General 2 (managing AAG2s).
- *Washington Federation of State Employees-Administrative Law Judges.* The agreement also includes professional development funds, a 5% dual language premium, and the creation of a new salary schedule.
- *Teamsters Local 117, Department of Corrections (Washington Management Service Staff) supplemental bargaining.* The 2025-27 collective bargaining agreement is the first agreement that covers this bargaining unit. Previously, WMS staff were ineligible for representation. The agreement incorporates the existing agency and classification structure policy such as a shift

premium, standby rate, King County premium pay, and other specialty assignment pay. The agreement also includes a \$50 duty officer standby rate. The agreement also incorporated the ability to maintain up to a 5% differential between highest paid permanent WGS or WMS managed or supervised by the represented WMS employee if compression or inversion exists.

Washington State Patrol Union Negotiated Agreements

The following negotiated agreements include a general wage increase of 17% effective July 1, 2025 and 2% effective July 1, 2026. Additional terms are summarized for each agreement below.

- *Washington State Patrol Troopers Association.* The agreement also provides an hourly premium pay while assigned to a SWAT mission, an annual clothing allowance for polygraphers (\$1,000), and a rest period up to six hours.
- *Washington State Patrol Lieutenants and Captains Association.* The agreement also provides an hourly premium pay for lieutenants while assigned to a SWAT mission, an annual clothing allowance, and a rest period up to six hours.

Department of Fish and Wildlife Unions Negotiated Agreements

The following negotiated agreements with the department's commissioned officers include a general wage increase of 17% effective July 1, 2025 and 2% effective July 1, 2026. Additional terms are summarized for each agreement below.

- *Fish and Wildlife Officers Guild.* The agreement also includes an increase to the annual detective uniform allowance (\$1,000) and changes to assignment pay.
- *Teamsters Local 760.* The agreement also establishes a Forts geographic premium pay of 7% and changes to assignment pay.

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 4% effective July 1, 2025 and 4% effective July 1, 2026; an increase to the annual uniform stipend (\$1,000); and an increase in the drug and alcohol sampling certification stipend (\$2,700).
- *Office and Professional Employees International Union (OPEIU) Local 8.* The agreement includes a general wage increase of 3% effective July 1, 2025, and 3% effective July 1, 2026, an additional step on the salary schedule, maintenance material coordinator one-range increase, and expanded bereavement leave family member definition and qualifying event.
- *Service Employees International Union (SEIU) Local 6.* The agreement includes a general wage increase of 2% effective July 1, 2025 and 5% effective July 1, 2026, and a shift premium increase to \$2.50/hour.
- *International Organizations of Masters, Mates and Pilots-Mates.* The agreement includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and a license reimbursement (\$325).
- *International Organizations of Masters, Mates and Pilots-Masters.* The agreement includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and a license reimbursement (\$325).

- *International Organization of Master Mates and Pilots (MM&P)-Watch Center Supervisors.* The agreement includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and an increase in the relief watch center supervisor premium (5%).

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 upon successful completion of required Smart Health Program activities. The agreement also includes a provision for employees with a full-time equivalent base salary of \$68,004 or less to receive an annual \$300 payment to a medical flexible spending arrangement account 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) 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.

The parties also agreed for a flexible spending arrangement account (FSA) to be established for eligible school employees occupying a position that has an “annual earnable compensation” or “compensation earnable” of up to \$40,000 as reported by a SEB program employing agency. The annual amount provided is \$200 if the employee meets certain criteria.

In addition, the parties agreed the projected monthly contribution of \$6 on behalf of each eligible employee in the 2023-2025 agreement would be carried forward as part of the base funding.

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) to \$4.50 effective July 1, 2025. The agreement increases the monthly cost-of-care rate enhancement for licensed providers (\$2,200) and increases the contribution rate to the Health Benefits Trust effective July 1, 2025 and July 1, 2026.

Adult Family Home Council (adult family home providers). The agreement maintains the base daily rates of 95%, rebase with 1.5% inflationary factor, and an increase to health contributions. The agreement also includes increases to the medical escort fee, respite rates, and specialized behavioral supports add-on rate, adjusted expanded community services specialty rate, and adjusted HIV/AIDS House rate.

Interest Arbitration Awards

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

General Government Arbitration Awards

Teamsters Local 117 – Department of Corrections. The interest arbitration award includes a general

wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026. The interest arbitration award also include a pool equivalent to a general wage increase of 2% effective July 1, 2025 and 2% July 1, 2026 awarded for additional targeted job classifications and/or a general wage increase, and increased standby for overtime exempt classifications.

Washington Federation of State Employees, Department of Corrections. The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026. The interest arbitration award also includes a pool equivalent to a general wage increase of 2% effective July 1, 2025 and 2% effective July 1, 2026 awarded for additional targeted job classifications and/or a general wage increase, and \$500 recruitment incentive to employees who refer individuals for hard-to-fill positions including Community Corrections Officers 1 & 2 and Corrections & Custody Officers 1 & 2.

Marine Union Arbitration Awards

Inlandboatmen's Union of the Pacific (IBU). The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and targeted increases for deck and terminal classifications.

Marine Engineers' Beneficial Association-Licensed Engineer Officers. The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and increases in the watch turnover rates of 4% effective July 1, 2025 and 4% effective July 1, 2026.

Marine Engineers' Beneficial Association-Unlicensed Engine Room Employees. The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, increases in the watch turnover rates of 4% effective July 1, 2025 and 4% effective July 1, 2026, and a targeted increase in the oiler series.

Marine Engineers' Beneficial Association (MEBA)-Port Engineers. The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and a 4% effective July 1, 2026.

Puget Sound Metal Trades Council. The interest arbitration award includes a general wage increase of 6% effective July 1, 2025 and 4% effective July 1, 2026. The award also increases the premium for Teamsters drivers to 10% per hour with a four-hour minimum, and increases the premium for Machinists driving the boom truck and knuckle boom truck to 10% with a four-hour minimum when driving hazardous loads.

Pacific Northwest Regional Council of Carpenters. The interest arbitration award includes a general wage increase of 4% effective July 1, 2025 and 4% effective July 1, 2026, and a market increase of 2.5% for the journeyman. The parties agreed to a double time after 8 hours of work on Saturday and all-day Sunday and double time after cumulative of 12 hours in one day.

Nonstate Employee Union Arbitration Awards

Washington Federation of State Employees (language access providers). The interest arbitration award includes: an increase in DCYF/DSHS/HCA rates for interpreting services; increase in rates for social service block appointments; and increases in the Department of Labor and Industries' base rates of pay.

The award also includes increases in in-person interpreting rates, over-the-phone interpreting rates and video remote interpreting rates for each of the following agencies: DCYF, DSHS, HCA, and L&I.

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 3% effective July 1, 2025 and 2% effective July 1, 2026, and annual cost-of-living step increases. The agreement also includes: targeted increases ranging from 2.7% to 20.2%, expansion of the food service worker and cook series; expansion of the trades license premium of 10% to additional job profiles; increase in hourly rate for assignment pay; standby pay; pay for evening shift, night shift and weekend shift; and a new premium pay at Harborview Medical Center (HMC) and UW Medical Center-Montlake (UWMC-ML) for ambulatory float pool.

University of Washington – Service Employees International Union Local 925. The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026, and annual cost-of-living step increases. The agreement also includes targeted increases ranging from 2.5% to 16%, increases in hours bonus pay and rate for callback and standby pay; increase in rate for evening and night shift differentials; and a new premium pay at HMC and UWMC-ML for ambulatory float pool.

University of Washington – Teamsters Local 117 (Police). The agreement was reached after interest arbitration. The interest arbitration award includes a general wage increase of 5.9% effective July 1, 2025 and 5.9% effective July 1, 2026. The remainder of the agreement stays the same.

University of Washington – Washington Federation of State Employees (Police Management). The agreement maintains management's current 16.5% supervisory differential over the employees they supervise so the salary increases will be determined by the arbitration decision in the Teamsters Local 117 Police CBA. The agreement also includes premiums for bachelor degrees and advanced degrees paid at percentages, and a \$2,000 retention incentive will be offered July 1, 2025 in alignment with University policies.

Washington State University – Washington Federation of State Employees. The agreement for bargaining units 2, 13, 15 and 20 includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026.

Washington State University – International Union of Operating Engineers, Local 280. The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026. The agreement also includes a special pay increase of 7.5% effective July 1, 2025.

Washington State University – WSU Police Guild Bargaining Unit 4. The agreement includes a general wage increase of 5% effective July 1, 2025 and 5% effective July 1, 2026.

Central Washington University – Washington Federation of State Employees. The agreement³ includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026. The agreement also includes a \$175 annual boot/clothing allowance, a \$19/hour minimum wage, and an increase in the shift differential from \$1.50 to \$2.35.

Central Washington University – Public School Employees. The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026. The agreement also includes a \$19/hour minimum wage, an increase in the shift differential from \$1.50 to \$2.35, and 5% premium pay for Snohomish County.

Central Washington University – Teamsters. The agreement includes a general wage increase of 5% effective July 1, 2025 and 5% effective July 1, 2026. The agreement also includes a \$300 boot allowance paid every two years, and education pay.

³ Although the contract was ratified after October 1, the request for funds was submitted by the October 1 deadline.

The Evergreen State College – Washington Federation of State Employees. The agreement includes a general wage increase of 3% effective July 1, 2025, and 2% effective July 1, 2026. The agreement also includes a one-time signing bonus of \$500, and an increase in the minimum wage for select classes of employees.

The Evergreen State College – Washington Federation of State Employees, Uniformed Personnel. The agreement includes a general wage increase of 6% effective July 1, 2025, and 6% effective July 1, 2026. The agreement also includes an increase in the shift premium to \$2.50/hour.

Western Washington University – Washington Federation of State Employees. The agreement includes a general wage increase of 3% effective July 1, 2025, and a general wage increase of 2% effective July 1, 2026. The agreement also includes a regional pay adjustment from 2% to 3% effective July 1, 2025 and an increase in the minimum wage from \$18/hour to \$23/hour.

Western Washington University – Public School Employees. The agreement includes a general wage increase of 3% effective July 1, 2025, and a general wage increase of 2% effective July 1, 2026. The agreement also includes a regional pay adjustment from 2% to 3% effective July 1, 2025 and an increase in the minimum wage from \$18/hour to \$23/hour.

*Western Washington University – Police Guild.*⁴ The agreement with the police union is not yet finalized and will be submitted at a later date. Formerly the Fraternal Order of Police (FOP), the union has formed a new bargaining unit as the Western Washington University Police Guild. Bargaining is just beginning for an initial contract with the new bargaining representative.

Eastern Washington University – Washington Federation of State Employees. The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026.

Eastern Washington University – Washington Federation of State Employees Uniformed Personnel. The agreement includes a general wage increase of 7.5% effective July 1, 2025, and 7.5% effective July 1, 2026. The agreement also includes a \$100 lump sum signing bonus for qualified employees and an education incentive.

Eastern Washington University – Public School Employees. The parties entered into an MOU extending the current agreement until June 30, 2025, and includes a general wage increase of 3% effective July 1, 2025. The parties agree to continue bargaining for a further agreement.

*Yakima Valley Community College – Washington Public Employees Association.*⁵ The agreement includes a general wage increase of 3% effective July 1, 2025 and 2% effective July 1, 2026.

Highline College – Public School Employees. The agreement reached between the college and union was not ratified by the employees. Therefore, there are no financial terms for which financial feasibility must be determined, nor funds to be included in the governor's budget.

If you have any questions, please let me know.

⁴ This is provided as information only. Since there is no agreement, no financial feasibility can be conducted, nor can funds be included in the governor's budget.

⁵ The fiscal request includes additional items (increment costs for Steps A-L, an increase in Step M and an increase in shift differential pay) that does not appear to be in the submitted agreement.