

## **Governor's Proposed 2026 Supplemental Omnibus Operating Budget**

OFM Document 2026-3 Fiscal Year 2026 Supplemental Collective Bargaining Agreements dated **December 22, 2025**

The following represent the results of the 2026 supplemental collective bargaining process conducted under the provisions of chapters 41.80 and 41.56 RCW. Provisions of the collective bargaining agreements are described in general terms. Only major economic terms are included in the descriptions. These descriptions do not contain the complete contents of the agreements. The collective bargaining agreements described in this document may also be funded by expenditures from nonappropriated accounts. If positions are funded with lidded grants or dedicated fund sources with insufficient revenue, additional funding from other sources is not provided.

### **OFM Negotiated Collective Bargaining Agreements**

#### ***General Government and Higher Education Community College Coalition Agreements***

Except where otherwise noted, the negotiated agreements for general government and the community college coalition include the following: retroactive general wage increase of 3%, effective from July 1, 2025; retroactive targeted job classification base range increases, effective from July 1, 2025; retroactive starting wage of \$18 per hour and addressing of compression and inversion, effective from July 1, 2025; general wage increase of 2%, effective July 1, 2026; targeted job classification base range increases, effective July 1, 2026; starting wage of \$18 per hour and address of compression and inversion, effective July 1, 2026. Additional economic provisions beyond those listed above are also summarized below for specific agreements.

#### ***Washington Public Employees Association – General Government.***

This agreement also includes retroactive wildfire rest and recuperation leave, effective from July 1, 2025; a retroactive prescribed fire premium, effective from July 1, 2025; wildfire rest and recuperation leave, effective July 1, 2026; a prescribed fire premium, effective July 1, 2026; at least 24 hours of paid wildfire disaster leave during a state of emergency; expansions of paid bereavement leave from 3 to 5 days for eligible employees; an expanded definition of “family member” and qualifying events for paid bereavement leave; and, leave with pay for employees to travel and receive recommended vaccine(s) during a declared state of emergency due to a pandemic.

#### ***Washington Public Employees Association – Higher Education Community College Coalition***

This agreement also includes an increased biennial uniform, tools, and equipment stipend.

#### ***Higher Education Institution Negotiated Agreement***

Highline College – Washington Public Employees Association. This agreement includes a retroactive general wage increase of 3%, effective from July 1, 2025, and a 2% general wage increase effective July 1, 2026. The agreement also includes retroactive targeted job classification base range increases effective July 1, 2025, and targeted increases effective July 1, 2026; retroactive starting wage of \$18 per hour and addressing of resulting compression and inversion, effective July 1, 2025, and starting wage of \$18 per hour and addressing of resulting compression and inversion, effective July 1, 2026.

Eastern Washington University – Public School Employees. This agreement includes a \$500 one-time retention bonus retroactive to July 1, 2026 for eligible employees, and a one-time retention bonus of \$1,000 for the eligible employees effective July 1, 2027.