

Governor's Proposed 2026 Supplemental Transportation Budget

OFM Transportation Document 2026-3 Fiscal Year 2026 Supplemental Collective Bargaining Agreements dated December 19, 2025

The following represents the results of the 2026 supplemental collective bargaining process conducted under the provisions of chapters 41.80 RCW. Provisions of the collective bargaining agreement are described in general terms. Only major economic terms are included in the descriptions. These descriptions do not contain the complete contents of the agreement. The collective bargaining agreement 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 Agreement

General Government Agreement

Washington Public Employees Association – General Government.

This agreement includes 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.

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.