



STATE OF WASHINGTON  
OFFICE OF FINANCIAL MANAGEMENT

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October 3, 2014

**TO:** Members, Joint Committee on Employment Relations

**FROM:** David Schumacher  
Director

**SUBJECT: SUMMARY OF MAJOR ELEMENTS OF 2015-2017 COLLECTIVE BARGAINING AGREEMENTS**

In accordance with RCW 41.80.010(5), 41.56.473(4)(a), 74.39A.300(5), and 41.56.028(8), I am writing to advise you of the major elements of the collective bargaining agreements for the 2015-17 fiscal biennium. This memorandum provides the information for agreements reached through negotiations between the parties, agreements reached through interest arbitration awards, and agreements reached by higher education institutions that are subject to a determination of financial feasibility by the director of the Office of Financial Management (OFM). The summary includes the major elements of the agreements that have a financial impact, but does not include every small element that may have a financial impact.

During this collective bargaining cycle, I understand you received information about tentative agreements and arbitration awards from news reports before you were able to hear about it from OFM or legislative staff who may have been later briefed. To avoid this in the future, an email will be sent directly to committee members as soon as an agreement is reached or an arbitration award is received by OFM.

### Agreements

#### General Government and Higher Education Institutions Union Agreements:

- *Washington Federation of State Employees (WFSE), General Government.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 per month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; salary adjustments for targeted classifications; assignment pay for targeted classifications; hazard pay for designated night crews; and geographic pay for designated areas.
- *Washington Federation of State Employees, Higher Education.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 per month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; and salary adjustments for targeted classifications.
- *Washington Public Employees Association (WPEA), General Government.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 per month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; salary adjustments for targeted classifications;



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\$25 a day for standby for overtime exempt employees; and an additional in-service day for the Washington State School for the Blind and Center for Childhood Deafness and Hearing Loss.

- *Washington Public Employees Association, Higher Education*. The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 per month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; and salary adjustments for targeted classifications.
- *International Federation of Professional & Technical Engineers, Local 17*. The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 per month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; and targeted salary adjustments for Washington State Patrol commercial vehicle officer and enforcement series (10 percent) and communication officers (2.5 percent).
- *Washington Association of Fish and Wildlife Professionals (WAFWP)*. The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 per month or more, effective July 1, 2016; and a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016.
- *Service Employees International Union (SEIU) Healthcare, 1199NW*. The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent for all employees who earn \$2,500 per month or more, effective July 1, 2016; a general wage increase of 1 percent plus a \$20 per month increase for all employees who earn less than \$2,500 per month, effective July 1, 2016; assignment pay for employees at designated areas; and increased funds for training reimbursement.
- *The Coalition of Unions*. The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1 percent and an additional general wage increase of .8 percent or \$20 per month, whichever is greater, both effective July 1, 2016; annual payments of ten thousand dollars and twenty thousand dollars for psychiatrists with board certifications; and salary adjustments for targeted classifications.

### **Marine Union Agreements:**

- *Service Employees International Union (SEIU), Local 6*. The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent, effective July 1, 2016; an increase in shift premium to \$.50 per hour for the second shift and to \$.65 per hour for the third shift; and an increase in foreman pay.

### **Non-State Employee Union Agreements:**

- *Service Employees International Union (SEIU), Local 775 (Home Care Individual Providers)*. The agreement includes changes to the wage scale resulting in a starting wage of \$12 per hour and a top wage of \$15.40 per hour; an increase in the health care contribution by \$.30 per paid hour in fiscal year 2016 and an additional \$.36 per paid hour in fiscal year 2017; an increase in the training contribution by \$.07 per paid hour in fiscal year 2016 and an additional \$.01 per paid hour in fiscal year 2017; an increase in personal time off in fiscal year 2017; and a retirement benefit contribution of \$.23 per hour.

- *Washington Federation of State Employees (Language Access Providers)*. The agreement includes an increase in the hourly rate of \$1.10 per hour in the first fiscal year and \$.90 an hour in the second fiscal year; an increase in the rate for a cancelled appointment with longer than one hour duration; and elimination of state payment for mileage or travel.

#### **Super Coalition Health Care Agreement:**

Agreement was reached with the Super Coalition for Health Care Benefits. The agreement includes an employer contribution in an amount equal to 85 percent of the total weighted average of the projected health care premium; continuation of an employer payment of the premium costs for basic life, basic long-term disability, and dental coverage; and a wellness incentive of a value no less than \$125.

#### **Interest Arbitration Awards**

Agreements were reached with the following unions as a result of interest arbitration, which include economic provisions. The costs of these and other items are outlined by each union in the attached financial submittal.

#### **General Government Arbitration Awards:**

- *Teamsters Local 117*. (This interest arbitration was conducted under a Memorandum of Understanding between the Union and the State and covers employees working in correctional institutions, correctional industries programs, the sex offender treatment program, and regional business service center.) The award includes the following: a general wage increase of 5.5 percent, effective July 1, 2015; a general wage increase of 4.3 percent, effective July 1, 2016; seven targeted job classifications are assigned a higher salary range; supplemental shift premium for LPNs; and payment for overtime exempt employees in specified classifications when on standby status.

#### **Marine Union Arbitration Awards:**

- *Ferry Agents, Supervisors and Project Administrators Association (FASPAA)*. The award includes a general wage increase of 3 percent in each fiscal year of the agreement and an enhanced vacation accrual schedule for employees hired prior to June 30, 2011.
- *Office & Professional Employees International Union (OPEIU), Local No. 8*. The award includes a general wage increase of 3 percent in the first fiscal year; 2.5 percent in the second fiscal year; and movement of the Relief Dispatcher classification to the next higher classification. In addition, the parties agreed to increase call back pay from three hours to four hours.
- *Pacific Northwest Regional Council of Carpenters*. The award includes a general wage increase of 3 percent in each fiscal year of the agreement.
- *Master Mates and Pilots Mates*. The award includes a general wage increase of 3 percent in each fiscal year of the agreement; and effective July 1, 2016, removal of the two-tiered vacation accrual schedule and an increase in the accrual rates for vacation. In addition, the parties agreed to increase call back pay from three to four hours and increase the Friday Harbor stipend.
- *Master Mates and Pilots Masters*. The award includes a general wage increase of 3 percent, effective July 1, 2015, and an enhanced vacation accrual schedule for employees hired prior to June 30, 2011. In addition, the parties agreed to increase call back pay from three to four hours, increase the Friday Harbor stipend, and increase assignment pay by 2.5 percent.

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- *Master Mates and Pilots Watch Supervisors.* The award includes a general wage increase of 5 percent in each fiscal year of the agreement and an increase in the basic shift premium of \$1.00 per hour, effective July 1, 2015.
- *Puget Sound Metal Trades.* The award includes a general wage increase of 3 percent in the first fiscal year and a general wage increase of 4 percent in the second fiscal year.
- *Marine Employees Beneficial Association Licensed Engineer Officers (MEBA Licensed).* The award includes a general wage increase of 4 percent in the first fiscal year; a general wage increase of 2.75 percent in the second fiscal year; an increase in holiday pay from 8 hours to 12 hours including all classes of ferries for penalty pay; and reimbursement for the cost of obtaining the Transportation Workers Identification Card and the U.S. Coast Guard License and Merchant Mariner credentials. In addition, the parties agreed to increase the contribution to temporary relief engineer's health care by \$23 per employee per day worked, increase maintenance and cure payments to injured employees by \$20 per day, and increase the contribution to training school by \$1 per day per employee.
- *Marine Employees Beneficial Association Unlicensed Engineer Officers (MEBA Unlicensed).* The award includes a general wage increase of 4 percent in the first fiscal year; a general wage increase of 2.75 percent in the second fiscal year; an increase in holiday pay from 8 hours to 12 hours, including all classes of ferries for penalty pay; and reimbursement for the cost of obtaining the Transportation Workers Identification Card and the U.S. Coast Guard License and Merchant Mariner credentials. In addition, the parties agreed to increase maintenance and cure payments to injured employees by \$20 per day, and increase the contribution to training school by \$1.50 per day per employee.
- *Inlandboatmen's Union of the Pacific (IBU).* The award includes a general wage increase of 2.5 percent in each fiscal year of the agreement. In addition, the parties agreed to increase call back pay from three to four hours, increase the Friday Harbor stipend, and increase assignment pay by 2.5 percent.

### Washington State Patrol Union Arbitration Awards:

- *Washington State Patrol Troopers Association.* The award includes a general wage increase of 7 percent, effective July 1, 2015; a general wage increase of 3 percent, effective July 1, 2016; and an additional 3 percent specialty pay for Breath Alcohol Concentration (BAC) Techs.
- *Washington State Patrol Lieutenants Association.* The award includes a general wage increase of 5 percent in each fiscal year of the agreement; a \$100 increase in the annual clothing allowance for specified classifications; and an increase in accumulated holiday credits from 80 hours to a maximum of 120 hours.

### Non-State Employee Union Arbitration Awards:

- *Washington State Residential Care Council (Adult Family Home Providers).* The award includes an increase in the daily rate of 5 percent in each fiscal year, and an increase in the expanded community service daily rate of 5 percent in each fiscal year of the agreement.
- *Service Employees International Union (SEIU), Local 925 (Child Care Providers).* The award includes an increase of 2 percent in the base rate, effective July 1, 2016; an increase of 2 percent in the base hourly rate for unlicensed providers known as family, friends and neighbors (FFN), effective July 1, 2016; and an enhanced hourly rate of 2 percent over base for all FFN providers who meet specified training requirements, effective July 1, 2015.

### Higher Education Institution Union Agreements Subject to Financial Feasibility Determination

The following agreements were negotiated by institutions of higher education and their classified staff. OFM does not negotiate these agreements, but does periodically consult with them. These agreements are subject to a determination of financial feasibility by the OFM director.

#### Washington State University:

- *Public School Employees of Washington (PSE), Bargaining Unit 16.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; and a general wage increase of 1 percent and an additional general wage increase of .8 percent or \$20 per month, whichever is greater, both effective July 1, 2016.
- *Washington Federation of State Employees (WFSE), Bargaining Units 1, 2, 12, 15 and 17.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; and a general wage increase of 1.8 percent, effective July 1, 2016.
- *Washington State University Police Guild, Bargaining Unit 4.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; and a general wage increase of 1.8 percent, effective July 1, 2016.

#### University of Washington:

- *SEIU Local 925.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 2 percent, effective July 1, 2016; and a salary adjustment for targeted classifications.
- *WFSE.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 2 percent, effective July 1, 2016; a salary adjustment for targeted classifications; and targeted incentive and longevity pay for police management staff.
- *IBU.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; and a general wage increase of 2 percent, effective July 1, 2016.

#### Central Washington University:

- *WFSE.* The agreement includes a 2 percent increase in base wages, effective July 1, 2015; a 1.8 percent increase in base wages, effective July 1, 2016; a 2.5 percent salary adjustment for targeted classifications; extension of call back pay to law enforcement officers; an increase of \$175 over the term of the agreement for law enforcement officer footwear reimbursement; and a \$.25 per hour increase in shift premium.
- *PSE.* The agreement includes a 2 percent increase in base wages, effective July 1, 2015; a 1.8 percent increase in base wages, effective July 1, 2016; a 2.5 percent salary adjustment for targeted classifications; and change in standby pay rate.

#### The Evergreen State College:

- *WFSE.* The agreement includes a general wage increase of 3 percent increase, effective July 1, 2015; a general wage increase of 1 percent and an additional .8 percent or \$20 a month, whichever is greater, effective July 1, 2016; a 2.5 percent salary adjustment for eight targeted classifications; assignment pay for law enforcement officers while engaged in training activities; additional steps to vacation accrual schedules; and a rate re-opener if specified conditions exist.

**Western Washington University:**

- *WFSE, Bargaining Units A, B and E.* The agreements include a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent, effective July 1, 2016; implementation of the salary survey to 25 percent of prevailing wage; a shift premium increase of \$.35 an hour; and a \$250 signing bonus.
- *PSE, Bargaining Units D and PT.* The agreements include a general wage increase of 3 percent, effective July 1, 2015; a general wage increase of 1.8 percent, effective July 1, 2016; and implementation of the salary survey to 25 percent of prevailing wage.

**Eastern Washington University:**

- *WFSE.* The agreement includes a general wage increase of 3 percent, effective July 1, 2015; a general wage increase between the greater of 1.8 percent or 1 percent plus \$.11, effective July 1, 2016; a wage increase for employees making less than \$15 per hour; a \$150 signing bonus; and an increase in the ranges for selected classifications.
- *PSE.* The agreement includes wage adjustments for some employees and increases of 1.75 percent, effective September 1, 2014; 1.5 percent, effective January 1, 2016; and 1.5 percent, effective January 1, 2017; and pursuant to a Memorandum of Understanding signed September 27, 2013, a general wage increase of 6 percent.

**Yakima Valley Community College:**

- *Washington Public Employees Association (WPEA).* The agreement includes a general wage increase of 3 percent in the first fiscal year; a general wage increase of 1 percent in the second year with an additional .8 percent increase; a wage increase of 2.5 percent for targeted classifications; an increase of \$.15 per hour for shift differential, effective July 1, 2015; and a one-time settlement incentive of 2.5 percent of anticipated annual salary.

**Highline Community College:**

- *WPEA.* The agreement includes a general wage increase of 1.25 percent, effective July 1, 2016; a general wage increase of 1.5 percent, effective July 1, 2017; a "Me Too" clause with the Community College WPEA Coalition; two additional personal leave days per year; a shift differential increase of \$.10 per hour; and a signing bonus of \$400 per person.

If you have any questions, please do not hesitate to contact me.

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