



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

*Insurance Building, PO Box 43113 • Olympia, Washington 98504-3113 • (360) 902-0555*

December 13, 2020

**TO:** David Schumacher  
Director

**FROM:** Roselyn Marcus *Roselyn Marcus*  
Assistant Director, Legal and Legislative Affairs

**SUBJECT: SUMMARY OF MAJOR ELEMENTS OF 2021-23 COLLECTIVE BARGAINING AGREEMENTS, ARBITRATION AWARDS, AND K-12 HEALTH CARE AGREEMENT SUBMITTED BY OCTOBER 1, 2020**

By law<sup>1</sup> 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, 2020. 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**

The following agreements do not include a wage increase over the biennium and, except where otherwise noted, include 24 furlough days for employees who are in positions that do not require backfill.

- *Washington Federation of State Employees (WFSE), General Government.*
- *Washington Federation of State Employees, Higher Education Community College Coalition.*  
This agreement does not include the furlough requirement.
- *Service Employees International Union (SEIU) Healthcare 1199 NW.*
- *International Federation of Professional & Technical Engineers, Local 17.*
- *Washington Association of Fish and Wildlife Professionals (WAFWP).*
- *The Coalition of Unions<sup>2</sup>.*
- *Association of Washington Assistant Attorneys General-WFSE.*

---

<sup>1</sup> 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 program K-12 negotiated health care agreement is governed by RCW 41.56.500 and 41.59.105.

<sup>2</sup> This agreement provides a 2.5% targeted increase in each fiscal year for the MM&P DOC marine vessel operators.

- *Washington Federation of State Employees-Administrative Law Judges*<sup>3</sup>.
- *Department of Fish and Wildlife Sergeants Association-Teamsters Local 760*<sup>4</sup>.

### **Marine Union Agreements**

The following agreements do not include a wage increase over the biennium and include 24 furlough days for employees who are in positions that do not require backfill.

- *Ferry Agents, Supervisors and Project Administrators Association (FASPAA)*.
- *Marine Engineers' Beneficial Association (MEBA)-Port Engineers*.
- *International Organization of Master Mates and Pilots (MM&P)-Watch Center Supervisors*.
- *Office and Professional Employees International Union (OPEIU) Local 8*.
- *Service Employees International Union (SEIU) Local 6*.
- *Pacific Northwest Regional Council of Carpenters*.

The following agreements do not include either a wage increase over the biennium or the requirement for 24 furlough days.

- *Inlandboatmen 's Union of the Pacific (IBU)*.
- *International Organizations of Masters, Mates and Pilots-Mates*.
- *International Organizations of Masters, Mates and Pilots-Masters*.
- *Marine Employees Beneficial Association-Licensed Engineer Officers*.
- *Marine Employees Beneficial Association-Unlicensed Engine Room Employees*.

### **Washington State Patrol Union Agreements**

*Washington State Patrol Troopers Association*. The agreement does not include a general wage increase. The agreement does include the ability by either party to request to reopen the compensation article of the 2021-23 agreement for the purpose of bargaining the base rate of pay for fiscal year 2023.

*Washington State Patrol Lieutenants and Captains Association*. The agreement does not include a general wage increase. The agreement does include the ability by either party to request to reopen the compensation article of the 2021-23 agreement for the purpose of bargaining the base rate of pay for fiscal year 2023.

### **Public Employee Benefits Board Health Care Coalition**

The health care agreement with the coalition of unions maintains the state contribution of 85 percent of the total weighted average of the projected health care premiums, and the employee contribution of the remaining 15 percent.

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 and an annual \$250 payment to a medical flexible spending arrangement, if certain criteria is met.

---

<sup>3</sup> This is a new collective bargaining unit, which was granted collective bargaining rights during the 2020 legislative session. Negotiated terms include placement onto the Washington general government standard progression salary schedule including periodic increments. Designated positions will take the required furlough days.

<sup>4</sup> The agreement contains the ability to reopen the compensation article at the request of either party to negotiate the compensation for fiscal year 2023.

### **K-12 Health Care Coalition**

The health care agreement with the coalition of K-12 unions maintains the contribution of 85 percent of the monthly premium, known as the employer medical contribution (EMC), for the self-insured School Employees Benefits Board (SEBB) branded Uniform Medical Plan, with employees contributing the balance of the premium. For employees covering a spouse, state registered domestic partner and/or children, the EMC rate and minimum employee contribution will be calculated using the tier ratios established by the School Employees Benefits Board in compliance with RCW 41.05.740 (6)(c).

In addition, the following benefits are maintained from the current agreement: school district employers will contribute 100 percent of the premium cost across all tiers for dental insurance coverage, any offered stand-alone vision, the premium cost for any offered basic life and basic long-term disability insurance, and 100 percent of the K-12 remittance. Eligible enrolled subscribers will continue 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 by completing required program activities.

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

*Service Employees International Union Local 925 (family child care providers).* The negotiated agreement includes an increase in the hourly rate of care provided by family, friends and neighbors (FFNs) in fiscal year 2023 from \$2.65 to \$3.00. The agreement maintains the current subsidy rates for licensed providers for fiscal year 2022 and includes an agreement to bargain over possible adjustments to rates for fiscal year 2023. The agreement also invests in service quality at level 3.5 of the state's Early Achievers Quality Rating System by increasing the rate paid to providers who reach this level by 2%, bringing the rate to 15% above the base subsidy rate. Lastly, the agreement increases the non-standard hours care rate from \$80.00 to \$90.00 per child per month.

*Adult Family Home Council (adult family home providers).* The negotiated agreement includes a 3% increase to the wages and administrative component of the base daily rate that Adult Family Home providers receive for CARE classifications A through D beginning July 1, 2021, and a 3% increase in E classifications beginning July 1, 2022. Other terms of the agreement included a one-time, 3% increase in the health care and mandatory training components of the rates beginning July 1, 2021.

*Washington Federation of State Employees (language access providers).* The negotiated agreement includes an in-person interpreting rate increase of \$0.12/hour for fiscal years 2022 and 2023. Other terms of the agreement include a continuation of the social service mileage premium.

### **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 an extension of the 2019-21 collective bargaining agreement, and an expansion of the Harborview and University of Washington Medical Center EVS custodians weekend premium. The agreement does not include either a general wage increase or mandatory employee furloughs.

*University of Washington - Service Employees International Union Local 925.* The agreement includes an extension of the 2019-21 collective bargaining agreement. The agreement does not include either a general wage increase or mandatory employee furloughs.

*University of Washington - Service Employees International Union Local 1199 (Research/Hall Health).* The agreement includes an extension of the 2019-21 collective bargaining agreement. The agreement does not include either a general wage increase or mandatory employee furloughs.

*University of Washington - Teamsters Local 117 (Police).* The agreement includes an extension of the 2019-21 collective bargaining agreement. The agreement does not include either a general wage increase or mandatory employee furloughs.

*University of Washington - Washington Federation of State Employees (Police Management).* The agreement includes an extension of the 2019-21 collective bargaining agreement. The agreement does not include either a general wage increase or mandatory employee furloughs.

*Washington State University - Washington Federation of State Employees.* The agreement for bargaining units 2, 12, 13, 15 and 20 does not include either a general wage increase or mandatory employee furloughs.

*Washington State University - WSU Police Guild Bargaining Unit 4.* The agreement does not include either a general wage increase or mandatory employee furloughs.

*Central Washington University - Washington Federation of State Employees.* The agreement does not include either a general wage increase or mandatory employee furloughs.

*Central Washington University - Public School Employees.* The agreement does not include either a general wage increase or mandatory employee furloughs.

*The Evergreen State College - Washington Federation of State Employees.* The agreement does not include either a general wage increase or mandatory employee furloughs.

*Western Washington University - Washington Federation of State Employees.* The agreement does not include either a general wage increase or mandatory employee furloughs.

*Eastern Washington University - Washington Federation of State Employees.* The agreement does not include either a general wage increase or mandatory employee furloughs.

*Yakima Valley Community College - Washington Public Employees Association.* The agreement does not include either a general wage increase or mandatory employee furloughs.

### **Interest Arbitration Awards**

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

### **General Government Arbitration Awards**

*Fish and Wildlife Officers Guild.* The interest arbitration award does not include a general wage increase; however, it does include the option for either party to request to reopen the compensation article for the purpose of bargaining the base rate of pay for fiscal year 2023. The arbitration award provides for an education incentive for employees who have obtained an associate's degree (2% of base pay) or bachelor's degree (4% of base pay), increased opportunities to work on holidays and receive holiday pay, and workers' compensation top-off pay equivalent to the LEOFF II supplement. The parties also agreed to increase the clothing allowance for qualifying employees by \$100 per year per employee.

**Marine Union Arbitration Awards**

*Puget Sound Metal Trades Council.* The interest arbitration award imposed a 1.9% general wage decrease for this bargaining unit from July 1, 2021 – June 30, 2022 and exempted these employees from the furlough requirement.

**Non-State Employee Arbitration Awards**

*Service Employees International Union Local 775 (individual providers of home care services).* The arbitration award includes wage increases of approximately 3% over the biennium. Health care contributions are increased 5% each year of the agreement. Beginning July 1, 2022, individual providers will receive credit on the wage scale for verifiable hours worked for a related home care agency and time and one half pay for hours worked on two holidays (Independence Day and New Year's Day).