

## IT Classification Study Update – Agreement Reached!

### How did we get here?

In June 2017 the Office of Financial Management Labor Relations Section sent WFSE formal notice of their intent to implement the class study, which WFSE responded to by filing a “demand to bargain.” This ensured our Union had a voice in the impacts of this study throughout the process. You can find previous bargaining updates on the WFSE website at: <https://gg.wfse.org/class-study-it>.

### What is happening now?

Our Union has been bargaining with the employer over the many facets of implementing this new IT Professional Structure. This includes bargaining over everything from minor updates to classification specifications, how this new structure impacts, or aligns with, various terms and conditions in our contracts, the IT structure, and the salary assigned to the new IT classifications within it. The team also fought hard to ensure that IT workers’ history in IT classifications counts for any future opportunities even though the classification names are changing. The goal of this process was to find real solutions to the recruitment and retention issues facing the IT sector. This includes meaningful changes in wages for our members and an updated structure that reflects the important work you do. **Following the actions many of you took to secure your reallocation rights and demand fair pay, our Union won and we reached agreement last night (9/11/18)!**

### I’m impacted, what should I do?

Get educated and get involved! Check out the agreement on the WFSE website at <https://gg.wfse.org/class-study-it>. You can also find information at <http://hr.ofm.wa.gov/compensation-job-classes/tools-services/class-study-information-technology-it-classifications>.

### What are the next steps?

Now members will have the opportunity to approve and ratify this structure along with the rest of the 2019-2021 contract. More to come on ratification!



The team for this DTB was DeFrance Clarke, Sue Henricksen, Rodney Kluever, Max Phipps, Tracy Stanley, Lesli Younger, Beth Mason, and WFSE Staff Teresa Parsons and Amy Spiegel.