

WFSE

# DOT WINS

*General Government Tentative Agreement*

## General Wage increase of 6% over 2 year agreement PLUS:

- Secretary Senior 5% increase over time!
- Fiscal Technician series 2.5% increase over time!

Created career ladder for Maintenance Technician job class with the new Highway Maintenance Worker series.

- Maintenance Technician 2— 10% increase to Highway Maintenance Worker 2
- Rest Area Attendant— 17.5% increase to Highway Maintenance Worker 1
- Bridge Tender— 5% increase to Highway Maintenance Worker 1
- Maintenance Trainee— 20% increase to Highway Maintenance Worker 1

*Expanded Assignment pay for night shift work (Appendix P Reference #49)*

*Expanded Assignment pay for tree felling duties to include evaluation (Appendix P Reference #XY)*

*Expanded Premium Pay Equipment list to include Maintenance Specialist 2 & 3, and Bridge Maintenance 2, 3 and Lead.*

### Article 21

#### Uniforms, Tools & Equipment

Greatly expanded footwear language in 10 different agencies along with an increased benefit of \$225.00

### Article 43

#### Health Care Benefit Amount

Maintained healthcare costs, fought to hold the line on UMP out-of-pockets costs, maintained the increased wellness benefits, and created a new \$500.00 benefit for those making \$50,004/year or less.

#### CDL Wellness

Extended the MOU providing an additional \$125.00/yr. to CDL holders who meet wellness requirements



Vote at: **[vote.wfse.org](https://vote.wfse.org)** to ensure we secure these improvements!



[gg.wfse.org](https://gg.wfse.org)

OPEIU8/afcio

# Tentative Union Contract Agreement Reached with Governor!

Here are just a few of the highlights:



## COMPENSATION

***Across the board raises of 6% over two years for everyone covered by the contract!***

***Plus, targeted pay adjustments for over 10,200 members!***

***New IT Professional Structure that will bring alignment to IT classes and additional increases to over 2,000 members.***

***Established a \$14.00/hr. minimum wage in addition to the 6% increases.***

*\*Where local ordinances raise the minimum wage above \$14.00/hr., the state will follow the local ordinance.*

First raise takes effect on:

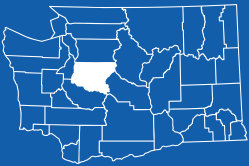
**JULY 1, 2019**

**3%**

Next raise takes effect on:

**JULY 1, 2020**

**3%**



## REGIONAL PAY

***Regional compensation of 5% for members (10,600) who work in King County! (for those not already receiving 5% geographic pay)***

***This is a critical first step in our on-going fight to address the unsustainable costs to live in the communities we serve.***



## HEALTHCARE

***Employees' share of health insurance premiums stays the same- 15/85%***

***We also maintained the increased wellness benefits, held the line on UMP out-of-pocket costs, maintained co-pay amounts and created a new \$500 benefit for workers making \$50,004/yr or less.***

**This contract  
raises pay for  
32,000 state  
agency workers  
represented by  
OUR UNION!**

**AFSCME Council 28 (WFSE)**

***“We fought together at the negotiating table and at the worksite for the best contract possible. We made some real gains with a new career ladder but know we have more work to do. We need to keep building our power and ratify the contract”***

**Steve Fries**

Bargaining Team Member, DOT



***...and much more!***

***[gg.wfse.org/ratification](http://gg.wfse.org/ratification)***