

# WFSE IT WINS

*General Government Tentative Agreement*

## WORKSITE ACTIONS EQUAL RESULTS AT THE BARGAINING TABLE

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

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



**WFSE IT BARGAINING TEAM**

- ▶ At least 2.5% raise for IT Professionals upward reallocated based on updated Position Description Form
- ▶ Preserved Allocation Appeal Rights for everyone impacted
- ▶ Preserved Y-rate for any downward reallocation decision (no pay loss in allocation decision)
- ▶ Time spent in step L of previous range will count towards the 6 year requirement for step M.
- ▶ Layoff protections that ensure experience and time in old classifications is honored

- ▶ *Expanded transfer rights for those  
in project positions.*

- ▶ *New MOU recognizing telework  
and providing an option for  
review of unreasonable denials.*

- ▶ *Improved Workplace Behavior  
process with access to outside  
the agency processes of PERC  
mediation or pre-arbitration  
review.*



**Member E-mails & Calls to OFM & the Governor made the Difference!**



[gg.wfse.org](http://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:

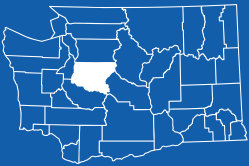
**JULY 1, 2019**

**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)**

*The groundbreaking gains we made in this contract would not have been possible without members' persistent job actions, phone calls, strategic planning and, most of all, their solidarity. I'm so proud of the collective action of our members at the bargaining table and on the ground.*

***Together we have made a real difference in the lives of all of our members."***

**Sue Henricksen**

President, Washington Federation of State Employees



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

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