



BARGAINING STRUCTURE FOR ALL WFSE CONTRACT TERMS BEGINNING BETWEEN 2026-2028

The WFSE/AFSCME Council 28 Executive Board has established the following structure for bargaining and ratification of the following contracts:

- 2027-2029 American Behavioral Health Systems
- 2027-2029 Association of Washington Assistant Attorneys General
- 2027-2029 Central Washington University
- 2027-2029 Eastern Washington University
- 2027-2029 The Evergreen State College Classified
- 2027-2029 The Evergreen State College SSSSU
- 2027-2029 The Evergreen State College Uniformed Personnel
- 2027-2029 General Government
- 2027-2029 Health Care Coalition
- 2027-2029 Higher Education Community College Coalition
- 2027-2029 Language Access Providers
- 2026-2028 Pierce County Prosecuting Attorney's Office
- 2025-2028 Renton Technical College
- 2027-2029 South Puget Sound Community College Exempt Unit
- Approximately 2027-2029 Tacoma Art Museum
- 2026-2028 Tacoma Community College Exempt Unit
- 2027-2029 Washington State Office of Administrative Hearings Administrative Law Judges
- 2027-2029 University of Washington
- 2027-2029 University of Washington Police Management
- 2027-2029 Washington State University
- 2027-2029 Western Washington University

BARGAINING TEAMS

Only WFSE members in good standing in the appropriate bargaining units will be eligible to nominate, vote in the election of, or serve as a bargaining team member. A member may not nominate, vote for, or be elected to serve as a bargaining team member for a contract under which they are not covered. Ties will be determined by run off.

Careful and serious consideration should be given to these responsibilities before any member considers serving on the bargaining team. Bargaining team members should have a working knowledge of their contract.

Responsibilities of the bargaining team:

- Develop proposals and negotiate with the employer;
- make decisions about proposals in order to obtain the best possible language;
- refer specific issues to other venues as appropriate; and,
- reach and recommend ratification or rejection of the final tentative agreement.

Responsibilities of individual bargaining team members:

- Adhere to all bargaining team rules of conduct as developed by the team;
- be accountable, committed, open-minded, realistic, and highly engaged;
- partner with WFSE staff to communicate and meet with assigned groups of union members;
- be willing to share contact information with members you are elected to represent;
- be willing and committed to the possibility of late nights and travel as needed (often in two-day blocks); and,
- follow WFSE expense policy, applicable travel request requirements, and time loss policy.

Voting by the bargaining teams during negotiations will be one (1) vote for each bargaining team member present.

The four (4) WFSE officers will be automatic members of their respective bargaining team, with an equal voice and vote. The WFSE officers may attend bargaining sessions of any other bargaining team, as the President deems necessary.

The WFSE President may remove any bargaining team member who, after careful investigation, is determined to have violated the bargaining team rules of conduct, the WFSE Standard of Conduct, the responsibilities of their role as described in this document or the AFSCME International Constitution (see Article X, Section 2), or who has acted inappropriately in their role. Any bargaining team member removed from their position may appeal the decision of the WFSE President to the WFSE Executive Committee and one bargaining team member chosen by the appellant's bargaining team.

The WFSE President may appoint bargaining team members to fill vacant seats that occur prior to the start of the negotiations process or at the discretion of the President. The WFSE President, with Executive Committee concurrence, may appoint bargaining team members to fill additional seats as needed to assure adequate representation on any bargaining team.

ELECTION OF BARGAINING TEAM MEMBERS

Except where specified otherwise, the election of bargaining team members will be completed no later than December 31, 2025. The Collective Bargaining Committee (CBC) will review the election process for bargaining teams.

American Behavioral Health Systems (ABHS)

WFSE members in good standing in the ABHS bargaining unit may elect up to seven (7) bargaining team members to their bargaining team. In addition, the Local 2824 President will be an automatic bargaining team member. Election of bargaining team members from the ABHS bargaining unit will occur at the appropriate time in their negotiating cycle.

Association of Washington Assistant Attorneys General (AWAAG) WFSE members in good standing in the AWAAG bargaining unit may elect up to six (6) bargaining team members: one (1) position from dependency caseload; one (1) at-large position for the Diversity, Equity and Inclusion office; one (1) position with over fifteen years' experience with the AGO; one (1) position from the Southwest Region; one (1) position from the Northwest Region; and one (1) position from Eastern Washington.

Central Washington University (CWU), Eastern Washington University (EWU), The Evergreen State College Classified (TESC CL), Washington State University (WSU), and Western Washington University (WWU)

WFSE members in good standing in WFSE bargaining units in each of the above Institutions of higher Education may elect up to nine (9) bargaining team members to their respective bargaining team. One of those nine (9) positions will be reserved for a part-time/hourly employee. The remaining positions will be at large.

The Evergreen State College Uniformed Personnel (TESC UP)

WFSE members in good standing in the TESC Uniformed Personnel bargaining unit may elect up to three (3) bargaining team members.

General Government (GG)

The bargaining team will consist of members elected from within a bargaining unit under the jurisdiction of each General Government policy committee. Except for Human Services and Institutions, the number of members elected from within a bargaining unit under the jurisdiction of each General Government policy committee will be based on the following ratio:

<u>Number of members represented by Policy Committee:</u>	<u>Number of Team Members:</u>
1 - 1,999	1
2,000 - 3,999	2
4,000 – 5,999	3
6,000 - 6,999	4
7,000 or more	5

The Human Services Policy Committee will have five (5) positions. One position will be designated for a member employed in a bargaining unit in each of the following groups: Department of Children, Youth and Families, DSHS/Community Services Division, DSHS/Division of Child Support, and DSHS/Home and Community Living Administration (formerly DSHS/Home and Community Services). One position will be at large.

The Institutions Policy Committee will have five (5) positions. One position will be designated for a member employed in a bargaining unit in each of the following groups: DSHS/Home and Community Living Administration (formerly DSHS/DDA Field Services), DCYF/Juvenile Rehabilitation, and Department of Veterans Affairs. Two positions will be designated for members employed in a bargaining unit in DSHS/Behavioral Health Administration (includes CMO, RHCs, DVR, and SOLA).

Team members will be nominated and elected by the WFSE members who are employed in a bargaining unit within the jurisdiction of their Policy Committee. Supplemental team members will be appointed by the WFSE President and will include team members from the main table as appropriate. All appointed supplemental bargaining team members will have the same expectations as those elected to the bargaining team and should have knowledge and expertise of thematters over which they are appointed to bargain.

Higher Education Community College Coalition (CCC)

Except for the Seattle College District, WFSE members in good standing in all WFSE bargaining units in each Institution of Higher Education bargaining in a coalition will elect bargaining teammembers to the coalition bargaining team(s) based on the number of members in each institution as follows:

<u>Number of members in the Institution</u>	<u>Number of Team Members</u>
1 – 200	1
201 – 400	2
400 or more	3

Seattle College District: North Seattle, South Seattle, Seattle Central and the Seattle District Office will have one (1) position each. These positions will be filled by members in good standing employed at the respective college/office. Members in good standing employed at each college/office will be eligible to nominate and/or vote for the one (1) position representing the college at which they work.

Each Higher Education Institution, and College within the Seattle College District, should have at least one representative at the table. The coalition bargaining team will, in addition, have one at large representative who is a part-time/hourly employee.

Language Access Providers (LAP):

WFSE members in good standing in the LAP bargaining unit may elect up to ten (10) bargaining team members based on the following:

Election Group Number	Bargaining Team Positions	Election Group Candidate Eligibility
1	1	All interpreters in Clark and Skamania counties
2	1	All interpreters in Pierce, Clallam, Cowlitz, Jefferson, Grays Harbor, Kitsap, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties
3	2	All interpreters in King County
4	1	All interpreters in Snohomish, Island, San Juan, Skagit, and Whatcom counties
5	1	All interpreters in Chelan, Douglas, Grant, Kittitas, Klickitat, Okanogan, and Yakima counties
6	1	All interpreters in Asotin, Ferry, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, and Whitman counties
7	1	All interpreters in Adams, Benton, Columbia, Franklin, and Walla Walla counties
8	2	All interpreters in the bargaining unit whose primary working language is not Spanish or Russian

Bargaining team candidates must have performed bargaining unit work in the previous calendar year and may run for only one Election Group.

Election Groups 1-7:

Candidates for bargaining team positions in Election Groups 1-7 will be nominated and elected by all WFSE members in the LAP bargaining unit. The interpreter's primary residential address shall be used to determine which Election Group an interpreter belongs to. Only in cases where the interpreter does not have a primary address shall post office mailing boxes be used for the basis of determining Election Group membership. If an eligible interpreter lives outside of the State of Washington, they shall be considered part of the Election Group with the county geographically nearest to their primary residence address.

Election Group 8:

Candidates for bargaining team positions in Election Group 8 will be nominated and elected by all WFSE members in the LAP bargaining unit. To be eligible to be nominated and run for a position in Election Group 8, the candidate's primary working language cannot be Spanish or Russian.

In addition, the Local 1671 President will be an automatic bargaining team member.

Pierce County Prosecuting Attorney's Office (PAO)

WFSE members in good standing in the Pierce County PAO bargaining unit may elect up to five (5) bargaining team members, at least one from each worksite.

Renton Technical College (RTC) and The Evergreen State College SSSSU (TESC SSSSU)

WFSE members in good standing in WFSE bargaining units in each of the above Institutions of Higher Education may elect up to five (5) bargaining team members to their respective bargaining team. Election of these bargaining teams will occur at the appropriate time in their respective negotiating cycles.

South Puget Sound Community College Exempt (SPSCC Exempt) and Tacoma Community College Exempt (TCC Exempt)

WFSE members in good standing in the SPSCC Exempt and TCC Exempt bargaining units may elect up to three (3) bargaining team members. Election of bargaining team members from the SPSCC Exempt and TCC Exempt bargaining units will occur at the appropriate time in their respective negotiating cycles.

Tacoma Art Museum (TAM)

WFSE members in good standing in the TAM bargaining unit may elect up to three (3) bargaining team members to their bargaining team. Election of bargaining team members from the TAM bargaining unit will occur at the appropriate time in their negotiating cycle.

University of Washington (UW)

WFSE members in good standing may elect up to sixteen (16) bargaining team members. The presidents of Locals 1495 and 3488 at the time of bargaining team elections will be automatic team members and count as one (1) each. Nominations and the number of representatives for the remaining seats shall be determined as follows:

Harbor View Medical Center (HMC), three (3) at-large;
Medical Assistants/Hospital Assistants (HMC), one (1);
University Medical Center (UWMC), two (2) at-large;
Bothell Campus, Tacoma Campus, PAC Lab and Friday Harbor, one (1) at-large;
University of Washington (UW) main campus, two (2) at-large;
Trades bargaining unit, two (2) at-large;
Campus-wide bargaining unit one (1); and,
Custodian (one each at UW and HMC); two (2).

University of Washington Police Management (UWPM)

WFSE members in good standing in the UWPM bargaining unit may elect up to three (3) bargaining team members. Election of bargaining team members from the UWPM bargaining unit will occur at the appropriate time in their negotiating cycle.

Washington Department of Corrections (DOC)

In the event that legislation is passed providing for a separate collective bargaining agreement for DOC prior to elections commencing for the 2027-2029 GG bargaining team, WFSE members in good standing in a

DOC bargaining unit may elect up to seven (7) bargaining team members. In the event this legislation is not passed, DOC will remain under GG above.

Washington State Office of Administrative Hearings Administrative Law Judges (ALJ)

WFSE members in good standing in the ALJ bargaining unit may elect up to five (5) bargaining team members.

HEALTH CARE COALITION

The WFSE President or designee will serve on the Health Care Coalition bargaining team. In addition, the Higher Education Community College Coalition bargaining team will select one (1) member, the University of Washington bargaining team will select one (1) member, and one (1) member representing the remaining Higher Education bargaining teams will be selected by the WFSE President or designee. The General Government team will select two (2) members. The remaining PEBB-eligible bargaining teams will share one (1) additional position, selected by the WFSE President or designee.

RATIFICATION OF THE TENTATIVE AGREEMENT

All bargaining team members will support the ratification of the tentative agreement once a final tentative agreement is reached at the table. The ratification vote will occur electronically for all bargaining teams and will remain open for voting for no longer than seven (7) calendar days. Only members will be allowed to vote on the tentative agreement.

PROPOSALS

Contract proposals may be submitted by a member at any time by completing a proposal form on the WFSE website. All proposals are subject to an appropriate cut-off time in accordance with their respective negotiating cycles. Proposals submitted by WFSE staff require the approval of the Executive Director.

WFSE staff will assess contract proposals for legality and consolidate duplicate proposals. The resulting proposals will then be passed on to the appropriate bargaining team(s) for debate, possible revision, and a vote to support, reject, and/or refer. Proposals may be referred for contract enforcement, legislative action, or as a UMCC issue.

COMMUNICATION WITH MEMBERS

Informing and involving bargaining unit members during the bargaining process is critical to winning support for a strong contract and ratification of a final agreement. A communication strategy will be developed involving frequent dissemination of information from each bargaining team to a wide net of leaders including stewards, Member Action Team leaders, activists, local officers and board members, WFSE executive board members, and WFSE committee members. When necessary, designated staff may distribute a press release to the mainstream media.

All WFSE offices will be hubs for distribution of information materials and tools for job actions.

At the conclusion of bargaining, a debrief will occur with all bargaining team members to discuss process improvement.