

TENTATIVE AGREEMENT REACHED!

union printed
opeiu8/afl-cio



Scan code for details
on the Agreement
and Voting
Information



ADMINISTRATIVE LAW JUDGES 2027-2029 CONTRACT HIGHLIGHTS



- Secured a new MOU prohibiting the use of AI for employment decisions and guarantees that AI will not cause layoffs or replace bargaining unit work.
- The agreement establishes enforceable guidelines and grievance rights in four new articles covering vacation leave, sick leave, employee rights, and travel reimbursement.
- Gained an additional personal leave day MOU for each year of the Agreement.
- Wage Reopener MOU: The Union Coalition will renegotiate wage increases for the 2028-2029 year in 2027.
- Added formal bereavement leave (5 days) and up to 24 hours of Wildfire and Natural Disaster leave.
- Preserved economic baselines in the Compensation article that provides for annual Periodic Increases and other hard-won existing provisions.
- Protected Healthcare Benefits in Article 22: Secured over \$348.5 million in new funding to protect the current cost share.

Questions?

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