



Summary of Tentative Agreement

Reached for 2027-2029 TESC Classified Collective Bargaining Agreement

This is a summary that highlights and explains the most significant provisions of the Tentative Agreement (TA) reached between the Washington Federation of State Employees (WFSE) and The Evergreen State College (TESC). It does not cover every article or every provision.

Read the complete TA [here](#).

**Your TESC Classified Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement.**

HIGHLIGHTS

As you all know, the budget deficit continues to grow, and compensation discussions were incredibly difficult as a result. While there is no additional compensation in the first year, we successfully fought off takeaways and have secured a reopener that will allow us to come back to the table and fight for compensation increases in the second year of the agreement.

- Secured additional funding for healthcare and protected current cost share
- Secured reopener for compensation in the second year of the CBA
- Secured \$750 bonus in July 2027
- Secured an additional personal leave day
- Protected against any layoffs resulting from the use of Generative AI

Based on member feedback, your bargaining team leveraged that budget deficit to make every non-economic gain possible in these challenging budget times, and those gains were significant. Read on for more information.

Article 2 – Non-Discrimination

- Protections from discrimination if you are the victim of a hate crime.

Article 3 – Workplace Behavior

- Clarified definition of inappropriate workplace behavior.
- We are now able to take workplace behavior grievances to mediation so a neutral third party can help with resolution.

Article 4 – Hiring and Appointments

- Internal candidates who apply for a position with the College have a right to request feedback if they don't ultimately get the new position.

Article 6 – Performance Evaluation

- Clarifies that annual evaluations are to incorporate an opportunity for self-evaluation and are meant to be a back-and-forth conversation.

Article 9 – Training and Employee Development

- Each Union member has the right to one 2-hour meeting to learn about updates to the Collective Bargaining Agreement.
- We can now schedule more than one of these meetings to better accommodate people's schedules.

Article 13 – Shared Leave

- New allowances to use shared leave for victims of hate crimes and for individuals attending immigration proceedings.

Article 18 – Miscellaneous Paid Leaves

- Everyone covered by this contract gets an additional personal leave day.
- Access to the campus's voting hub during work time.
- Members now qualify for release time for state recommended vaccines during a pandemic.
- We now have up to 24 hours of leave if you experience damages or displacement during a declared state of emergency due to a natural disaster.

Article 19 – Leave Without Pay

- If leave without pay is denied, a reason will be provided in writing.

Article 35 – Layoff and Recall

- Increases notification from twenty to twenty-eight days in case of a layoff.

Article 39 – Seniority

- A person's seniority date is no longer penalized at an unfair, disproportionate rate.

Article 40 – Union Activities

- Ability for Union to directly use state email.

Article 44 – Health Care Benefits Amount

- In addition to the items noted at the top:
 - Protected any SmartHealth benefit that is earned in 2027!
 - Protected the Flexible Spending Arrangement (FSA) benefits for all workers making \$68,004.00 or less annually (see 43.5)!
 - Protected the FSA workgroup MOU, which provides a path to increase participation in this important benefit!

Article 47 – Employee Lounge Facilities

- Employees will be provided reasonable worktime to get to and from employee lounge facilities for scheduled rest periods and/or unpaid meal period.

Article 53 – Distribution of Agreement

- The college and the Union will equally share costs to translate the contract when both parties agree that a need exists.

New MOU – Generative Artificial Intelligence (GenAI)

- GenAI cannot be relied on for employment decision making!
- GenAI use in such decisions must be disclosed!
- GenAI cannot be used in a manner that results in the layoff of any represented employees!
- Protections from discrimination if you are the victim of a hate crime.

MOU – Suspended Operations

- Committee to formally gather data and perceptions about Suspended Operations.

MOU – Retention Bonus

- A \$750 payment on your July 25, 2027 paycheck.

**Your TESC Classified Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement!**

Not a member, but want to vote? It's not too late!
You can join here: [Join | AFSCME Council 28 \(WFSE\)](#)