# Summary of Tentative Agreement

**Reached for the 2027-2029 General Government (GG) CBA**

This is a summary that highlights and explains the most significant provisions of the GG Tentative Agreement (TA). It does not cover every article or every provision.

**Read the complete TA here.**

**Your GG 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
- Protected 24/7 Facility Pay
- Protected Supplemental Shift Premium
- Protected Assignment Pays
- 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 4 – Hiring & Appointments

- Salary range, represented status, link to CBA, and list of benefits will be added to all job postings
- **Seniority based transfer system for those without access to the bid system!**
- Language preventing abuse of non-perm appointments
- Longer notice of in-training appointments ending
- Employees now have 30 days to decide whether to revert while in trial service

Article 5 – Performance Evaluation

- The employer **must** provide employees with all data and metrics relied on in the evaluation process

Article 6 – Hours of Work

- Moved travel time to work time in DFW CAMP
- Increased notice of temporary schedule changes to 5 days
- **Increased notice of permanent schedule changes to 14 days!**
- Additional rest period for 12-hour shifts

Article 7 – Overtime

- Increased mandatory overtime waivers to 2 per quarter for all non-institutions/WSDA employees
- **In 24/7s, credit for working voluntary overtime no longer requires working a full shift!**

Article 8 – Training & Employee Development

- Improved safety-related training language
- Improved delivery of training on shift language
- **A full workday (no cap on hours) of CBA training for stewards!**
- Updated Park Ranger training language

Article 10 – Holidays

- **Protected holiday pay for any employee impacted by temporary layoff!**

Article 11 – Vacation Leave

- **Established timelines for segment process!**

- Allows employees to plan and to get answers about their leave well before it occurs
- Allows schedulers adequate time to review and post the schedule

Article 14 – Shared Leave

- Memorandum of Understanding (MOU) **immediately expanding the use of shared leave for immigration purposes**, which was also included in the 2027-2029 TA!

Article 17 – Training & Employee Development

- Removed requirement to be without compensation in order to use time for blood donation
- Added the West Coast Health Alliance to those who can recommend vaccines
- **Expanded wildfire leave to all disaster types!**
- Expanded bereavement to great grandparents and great grandchildren
- **New Critical Incident leave in DCYF and DSHS!**
- **MOU adding two more personal leave days – one in each year of the CBA!**

Article 20 – Safety & Health

- Safety meeting minutes must now be posted for all covered by that safety committee within 30 days of committee approval

Article 24 – Meals

- **New provision providing ½ price meal access to DOT employees at Eagle Harbor!**
- **New provision providing meals to DSHS Special Commitment Center employees working mandatory overtime!**

Article 25 – CTR & Parking

- Moved telework into Article 25 giving it greater permanency!
- New language requiring any notice of telework agreement modifications to be in writing
- **Increased the required notice period for modifications to 15 days!**
- **Prohibited arbitrary denials of telework!**
- **Telework language is now grievable to step 3 (it was not grievable before)!**

Article 25 – CTR & Parking

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Article 27 – Discipline

- Article rearranged in order of the process to help employees better find and understand their rights
- Limitations on the scope of investigations!
- **Notification to employees of their right to representation now required!**
- **Strengthened language regarding time frames around investigations!**

Article 34 – Layoff & Recall (includes WMS Article 34)

- The employer is now required to notify employees of their right to be part of the General Government Transition Pool
- **The threshold for project employees to have expanded layoff rights to the rest of their agency is reduced from 5 years to 3 years in project!**
- The employer must give consideration to participating in the shared work program during a temporary layoff, which could give impacted employees access to unemployment
- **The employer is required to offer resources and support through the layoff process!**
- **Notification of temporary layoff is increased to 10 days!**
- **Notification of permanent layoff is increased to 20 days!**

Article 36 – Employee Rights

- Reduced the threshold for access to layoff options when duty station changes to 25 miles

Article 37 – Union Management Communication Committees

- OSPI team size increased!
- **MOU establishing a new Parks Maintenance & Trades UMCC!**

Article 39 – Union Activities

- Work time for stewards expanded to be able to present all NEOs (not just group)!
- **Ability for Union to directly use state email (replaces having to go through HR for electronic desk drops)!**
- Updated 30-minute Union leave to allow virtual meetings (not just in person or by phone)!
- **Improved NEO:**
  - **Increased to 60 minutes!**
  - **The employer is required to notify the Union within 7 days of an employee's start date, along with a list of information to help us connect with the new employee!**
  - **The employer must now ensure NEO occurs within 60 days instead of 90 days!**

Article 40 – Union Dues Deduction & Status Reports

- The employer must provide telework data regularly, making it easier to connect with remote workers about their rights in the workplace!

Article 41 – Classification

- The increase that an employee receives from a reallocation is now higher to ensure it is equitable with increased pay from promotions!

Article 42 – Compensation (includes WMS Article 42)

- In addition to the items noted at the top, overtime pay was secured for overtime-exempt employees who do not normally do so, but must work to as a State Emergency Operations Officer at the Alert and Warning Center to ensure staffing levels

Article 43 – Health Care Benefits Amounts

- 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!

Appendix P – Special Pay Ranges

- **Guaranteed incentive for meeting annual goals for Lottery DSRs!**

Appendix Q – Wildfire Suppression & Other Emergency Duties DNR

- **Improved rest and recuperation time!**

Statewide MOU A – CDL Medical Certification Allowance

- **Expanded CDL benefit to all who must have CDLs!**

Statewide MOU C – 24/7 Premium Pay

- **Protected 24/7 Premium Pay against takeaways!**

Statewide MOU D – Reference 75 Legacy

- **Preserved for original grievant group to allow more time for potential reallocations!**

Statewide MOU E – Supplemental Basic Shift Premium!

- **Protected Supplemental Basic Shift Premium against takeaways!**

NEW Statewide 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!**

NEW Statewide MOU – Mail-In Voting

- **If changes in law impact Washington's mail-in voting system, we will meet and bargain to ensure you maintain the ability to register and vote!**

**Your GG 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)