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3 Extension of the 2019-2021 Washington State University/ Washington Federation of State
4 Employees Collective Bargaining Agreement
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6 This tentative agreement summarizes the revision to the 2019-2021 Washington State
7 University/ Washington Federation of State Employees collective bargaining agreement
8 (Contract or Agreement) that the parties have agreed to make as a part of renewing the Contract
9 for the 2021-2023 biennium, July 1, 2021 – June 30, 2023. The parties agree that the terms and
10 provisions of the 2019-2021 Agreement and all its appendices, and the 2019-0909 agreement on
11 backflows attachments will continue unchanged in the 2021-2023 Agreement except as noted
12 below.
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15 Memo of Understanding (MOU) as follows:

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- 17 • For the term of the July 1, 2021 – June 30, 2023 Contract it is agreed by the
18 parties that there will be no general salary increase, however the parties may re-
19 open negotiations on compensation adjustments before July 30, 2021 dependent
20 upon the economic forecast based on the Office of Financial Management’s
21 (OFM) revenue forecast as well as based on the University’s fiscal health.
22 ~~feasibility. Indicators of economic feasibility will be: the Office of Financial~~
23 ~~Management (OFM) determines implementation of such adjustments is~~
24 ~~economically feasible and the legislature appropriates funding in accordance with~~
25 ~~applicable law. ; if a State initiative or referendum is submitted to the voters and~~
26 ~~is passed that specifically provides funding for general salary increases for~~
27 ~~higher education employees; or the University provides across the board salary~~
28 ~~increases to Civil Service employees.~~ If tentative agreement is achieved,
the University will submit a request to OFM for a finding of financial feasibility

29 and, if such a finding is made, for approval and funding by the Governor and
30 Legislature when necessary.

- 31 • WSU will continue to implement compensation matters in line with Article
32 24.1.D, 24.1.E, 24.1.F and 24.1.H.
- 33 • Should WSU be required to engage in cost savings associated with the Contract,
34 WSU will have the right to take measures to meet the cost savings for impacted
35 units, including but not limited to furloughs and/or freezing periodic increment
36 date (PID) increases for the term of the Contract. WSU will notify and discuss the
37 decision with the WFSE per Article 1.7. The WFSE will have the opportunity to
38 discuss and/or negotiate the ~~decision and/or~~ impacts of such determinations and
39 provide alternatives for WSU’s consideration as outlined in Article 1.7~~28~~.
- 40 • Article 30—TERM OF THE AGREEMENT
 - 41 ○ Upon ratification by WFSE, the Agreement will be submitted to the Board
42 of Trustees for approval. The Agreement will take effect July 1, 2021 and
43 remain in full force and effect through June 30, 2023.
- 44 • The Contract may be amended or supplemented by the parties via MOU or
45 agreement through union management meetings as outlined in Article 28, to
46 reflect any changes required to be made per federal law, state statute, or state rules
47 or per the parties’ agreement on other non-economic items.

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49 WSU reserves the right to withdraw or amend this What-If proposal at any time and without
50 penalty.

51 **TA**

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55 _____
56 For WSU Date

55 _____
56 For WFSE Date