

AFSCME COUNCIL 28 / WASHINGTON FEDERATION OF STATE EMPLOYEES

Summary of Tentative Agreement

**Reached for Tacoma Community College Exempt Employees
2023-2025 Collective Bargaining Agreement**

This summary highlights and explains the most significant provisions of the Tentative Agreement reached between the Washington Federation of State Employees (WFSE) Exempt bargaining unit and Tacoma Community College on February 17, 2023. It does not cover every article nor every provision.

**Read the complete Tentative Agreement document online at
<http://www.wfse.org/ratification-tccexempt/>**

MAJOR GOALS

Major goals achieved in tough economic times include:

- \$1,000 recruitment and retention bonus on July 25, 2023 paycheck (see MOU)
- \$1,000 COVID booster shot bonus on July 25, 2023 paycheck (see MOU)
- Guarantees 4% increase in compensation on July 1, 2023 and 3% increase on July 1, 2024 (see Art. 40)
- Explicitly includes protection from all legally recognized forms of discrimination (see Art. 2)
- Provides membership in a professional association for each member (see Art. 8)
- Establishes bank of 30 leave days for life-giving procedures and 5 days for blood donations (see Art. 16)
- Guarantees ability to telework with supervisor approval during inclement weather (see Art. 19)

**Your Tacoma Community College Exempt Employees Bargaining Team
recommends you
VOTE TO ACCEPT this Agreement.**

HIGHLIGHTS

OF THE ECONOMIC GAINS IN 2023-2025 ARTICLES

Article 40 – Compensation

- 4% increase on July 1, 2023
- 3% increase on July 1, 2024

Article 41 – Health Care

- \$250 annually in a medical flexible spending account
- \$125 less for annual deductible upon completion of SmartHealth program

MOUs

- \$1,000 recruitment and retention incentive for qualifying individuals
- \$1,000 COVID booster incentive for qualifying individuals

HIGHLIGHTS

OF THE NON-ECONOMIC GAINS IN 2023-2025 ARTICLES

Article 2 – Non-Discrimination

- Protection from all legally recognized forms of discrimination

Article 6 – Hiring and Appointments

- The College will provide 90 days' notice of separation unless Just Cause applies
- Limits temporary workers to 1050 hours to prevent “perma-temping”

Article 8 – Training and Professional Development

- Guaranteed membership in an approved professional membership
- The College will provide funding for travel, lodging, registration, and all other associated costs

Article 12 – Holidays

- Memorialize observance of Juneteenth as a paid holiday
- Eliminate need to be employed four months before qualifying for Personal Holiday leave

Article 14 – Sick Leave

- Extend Emergency Childcare leave to include Elder care

Article 16 – Miscellaneous Paid Leaves

- Extends qualifications for sick leave to also include bereavement leave qualifications
- Four hours per fiscal year to participate in interviews with other state agencies and higher ed institutions
- 30 days of paid leave in a two-year period for participation in life giving procedures
- 5 days of paid leave for the donation of blood platelets or fluids

Article 18 – Leave Without Pay

- Broadens definition to include leave for legislative service, the Health Emergency Labor Standards Act, and holidays for a reason of faith or conscience

Article 19 – Suspended Operations and College Closures

- Memorialize access to remote work during inclement weather
- Management approved adjustment to work schedule must be within the same work week, per state law

Article 21 – Reasonable Accommodation and Disability Separation

- The college will acknowledge receipt of all RA and disability separation requests and begin processing them within thirty calendar days
- Applicants will receive a written response within fourteen calendar days of a determination, unless there are exceptional circumstances

Article 25 – Commute Trip Reduction, Telework, and Parking

- Incorporate language from General Government contract, including ten instead of five calendar days' notice for amendment or revocation of telework

Article 41 – Health Care Benefit Amounts

- Benefit of \$125 deduction in annual co-pay upon completion of Smart Health Program
- Flexible Spending Account of \$250 annually for those who earn less than \$50,004 each year

Article 44 – Position Reviews

- Allows an additional layer of appeal when denied compensation for performing work of a higher paying position
- Also provides back pay when performing work of a higher paying position

Please VOTE to ratify this agreement!

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VOTE TO ACCEPT this Agreement.**