



# Summary of Tentative Agreement

## Reached for TESC SSSSU 2025-2027 CBA

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

**Read the complete Tentative Agreement document online at:**

<https://wfse.org/bargaining-updates/the-evergreen-state-college-student>

## MAJOR GOALS ACHIEVED

### COMPENSATION

- **GENERAL WAGE INCREASES - 3% JULY 1, 2025, AND 2% JULY 1, 2026 (CONSISTENT WITH OTHER BARGAINING TABLES)**
- **PRESERVES THE 15% / 85% HEALTH CARE PREMIUM SPLIT AND ADDS EMPLOYER-PAID STAND-ALONE VISION BENEFIT**
- **PROVIDES A \$300 FSA PAYMENT FOR EMPLOYEES WHOSE SALARIES ARE UNDER \$68,004.00**
- **SIGNING BONUS OF \$500 FOR ALL EMPLOYEES**

### **NON-ECONOMIC GAINS:**

- **ADDS A PERSONAL LEAVE DAY FOR A TOTAL OF TWO PERSONAL LEAVE DAYS**

- INCREASES EXPECTATIONS ON THE EMPLOYER TO HELP ENSURE SUCCESS OF NEW HIRES
- REPLACES DATED LANGUAGE WITH MORE INCLUSIVE LANGUAGE
- INCORPORATES NEW FAMILY DEFINITIONS FOR SICK LEAVE PURPOSES, INCLUDING LANGUAGE WHICH ADDS, “HOUSEHOLD MEMBERS”
- EXPANDS SICK LEAVE USE FOR WORK OR SCHOOL CLOSURES DUE TO NATURAL DISASTER OR PUBLIC HEALTH EMERGENCY
- CREATES AN OPPORTUNITY TO ADJUST YOUR SCHEDULE (RATHER THAN USE LEAVE) IF MEDICAL APPOINTMENTS ARE NEEDED FOR A WORKPLACE INJURY
- CREATES AN OPPORTUNITY FOR TELEWORK WHEN AN EMPLOYEE HAS BEEN EXPOSED TO A SIGNIFICANT CONTAGIOUS ILLNESS, BUT IS WELL ENOUGH TO WORK
- EXTENDS PROTECTIONS FROM DISCRIMINATION TO CHEST FEEDING EMPLOYEES
- EXPANDS PROCESS AND RIGHTS SHOULD AN EMPLOYEE BE UNDER INVESTIGATION

**Your TESC SSSSU 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 \(WFSE\)](#)