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**Summary of Tentative Agreement**

**Reached for the 2025 - 2028 Washington Federation of State Employees and Renton Technical College CBA**

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 Renton Technical College (RTC). It does not cover every article or every provision.

**Read the complete Tentative Agreement document on the WFSE website.**

**MAJOR GOALS**

**Major goals achieved include:**

* **Despite a challenging budget outlook across Washington state**, which has created uncertainty for public services and state employees alike, our new contract secures key improvements, including:
* A new minimum pay floor of $21.39/hour, general salary increases of 3.2% on July 1, 2025, and 3% on July 1, 2026, and a $400 longevity pay enhancement effective July 1, 2025,for employees with ten (10) or more years of service!
* Providing increases to multilingual pay and the training fund and raising the annual vacation carry-over limit to 280 hours.
* Securing a future bargaining commitment allowing the contract to reopen for additional wage negotiations for 2027.
* Plus, many more economic and non-economic improvements! See the full tentative agreement for details.

**Union Members - Please VOTE to ratify this agreement!**

**Your WFSE Renton Technical College Bargaining Team recommends you   
VOTE YES TO ACCEPT this Agreement!**

**HIGHLIGHTS**

**Wage & Compensation Improvements**

* **New Minimum Pay Floor (Appendix A)**
  + Effective **July 1, 2025**, no WFSE member at RTC will earn less than **$21.39/hour**.
  + All employees currently below this threshold will be brought up to the new minimum.
* **General Salary Increases**
  + **3.2% increase** on **July 1, 2025**
  + **3.0% increase** on **July 1, 2026**
  + **Total: 6.2% raise** over two years
* **Longevity Pay Added (Article 26.7)**
  + Employees with **10+ years of service** as of July 1, 2025, will receive a **$400 annual pay enhancement**.
  + Adjusted for breaks in service unless temporary or project-based.
* **Multilingual Pay Increased (Article 26.9)**
  + Increased from **$250/quarter** to **$1,000 annually**

**Workplace Flexibility**

* **Telework Policy Implemented (Article 28)**
  + Employees may **work remotely up to 2 days per week** subject to business needs.

**Job Classification & Role Clarity**

* **Updated Position Descriptions (Article 1.3)**
  + Now include **primary duties**, **essential functions**, and not simply **required skills/abilities**.
  + Allows for **easier position reallocation** when needed.

**Professional Development**

* **Training Fund Increased (Article 23.1)**
  + Annual funding for staff development increased from **$6,000 to $10,000**.
* **Individual Allotments Doubled (Article 23.1.A)**
  + Up to **$500 per fiscal year** per employee (previously $250) for:
    - Continuing education
    - Professional memberships
    - Work-related subscriptions

**Vacation Benefits Enhanced**

* **Vacation Carry-Over (Article 10.4)**
  + Up to **280 hours** of unused vacation can carry over annually.
  + No loss of vacation due to college staffing needs.
* **Vacation Payout at Termination (Article 10.5)**
  + Payment for up to **280 hours** of unused vacation upon departure.

**Looking Ahead**

* **Future Bargaining Commitment (Memorandum of Understanding)**
  + We secured a future bargaining commitment for additional wage negotiations for 2027!

**Your WFSE Renton Technical College 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)](https://www.wfse.org/join)