



Western Washington University

2025-2027

Contract Highlights

- Despite incredibly challenging budget projections, a general wage increase of 3% in 2025, and 2% in 2026
- A five-dollar per hour increase to the minimum wage, from \$18 to \$23 per hour
- 1% increase to regional compensation, for a total of 3%.
- Added custodians (including non-FDO) to clothing allowance; increased the allowance for work clothing for custodial and building trades, from \$200 per year to \$225 per year; added mail room workers to footwear allowance
- New: Snow Removal Assignment Pay: employees will receive a two-range increase for all hours (rounded up to the nearest quarter hour) spent performing snow removal
- The ground-breaking creation of a new program allowing for up to 12 weeks of paid pregnancy disability or parental leave!
- Expanded bereavement leave from three (3) to five (5) days
- Added one (1) additional personal leave day, for a total of two (2)
- Dedicated lactation spaces for employees who need them

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