

CWU and WFSE Tentative Agreement

September 2, 2026

Article 0 – Preamble (Status Quo)

This Agreement is made and entered into by the State of Washington, referred to as the “State,” on behalf of Central Washington University, referred to as the “Employer,” and the Washington Federation of State Employees (WFSE), AFSCME Council 28, AFL-CIO, referred to as the “Union” on behalf of the members of Local 330 and the employees in the bargaining units described in Article 1 – Union Recognition.

It is the intent of the parties to establish harmonious employment relations through mutual cooperation, provide fair treatment to all employees, promote the mission of Central Washington University, recognize the value of all employees and the necessary work they perform, to determine wages, hours and other terms and conditions of employment, and provide methods for prompt resolution of disputes. The preamble is not subject to the grievance procedure in Article 28.

CWU and WFSE Tentative Agreement

September 2, 2026

Article 1 – Union Recognition (Status Quo)

- 1.1 The State and the Employer recognize the Union as the exclusive bargaining representative for the employees in the bargaining unit described in Central Washington University, PERC Decision 13131 (PSRA 2020) as:
- A. All full-time and regular part-time non-supervisory custodial, trades, food services, grounds, plant maintenance and security employees, excluding supervisors, uniformed personnel, and all other employees.
 - B. Employees who work for the Employer more than three hundred fifty (350) hours during any consecutive 12-month period are included in the unit as regular part-time employees.
- 1.2 This Agreement covers the employees in the bargaining units but does not cover any statutorily-excluded positions.
- 1.3 If the Public Employment Relations Commission (PERC) certifies the Union as the exclusive bargaining representative during the term of this Agreement for a bargaining unit of non-uniformed personnel at Central Washington University, the terms of this Agreement will apply.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

June 9, 2026

ARTICLE 2 – NON-DISCRIMINATION

- 2.1 Under this Agreement, neither party will discriminate against employees on the basis of religion, age, sex, marital status, race (see RCW 49.60.040), color, creed, national origin, political affiliation, military status, status as a protected veteran, sexual orientation, any real or perceived sensory, mental or physical disability, use of service animal, genetic information, gender identification and gender expression, status as a victim of domestic violence, sexual assault, ~~or~~ stalking or hate crime, because of the participation or lack of participation in union activities, or any other protected class under applicable state or federal law. Bona fide occupational qualifications based on the above traits do not violate this Section.
- 2.2 Employees who feel they have been the subjects of discrimination are encouraged to discuss such issues with their supervisor or other management staff, or file a complaint in accordance with the Employer's policy and procedures regarding equal opportunity. In cases where an employee files both a grievance and an internal complaint regarding the same alleged discrimination, the grievance will be suspended until the internal complaint process has been completed.
- 2.3 Both parties agree that unlawful harassment will not be tolerated.
- 2.4 Both parties agree that nothing in this Agreement will prevent the implementation of the Employer's affirmative action plan in compliance with State, Federal, CWU policies and procedures.
- 2.5 Both parties agree that nothing in this Agreement will prevent an employee from filing a complaint with the Washington State Human Rights Commission, Office of Civil Rights, or the Equal Employment Opportunity Commission.

Tentative Agreement reached on the 9th day of June, 2026, by:

For the University:

For the Federation:


Joey Bryant


Linda Emin

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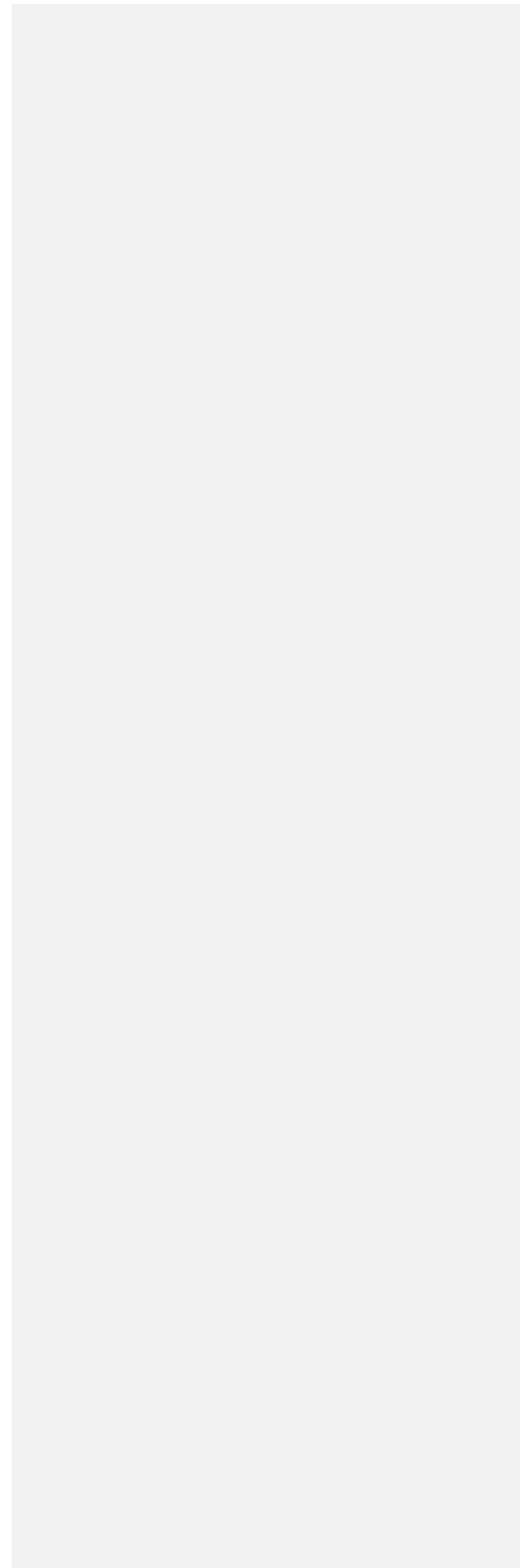
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Director, Employee Services
Central Washington University

Labor Negotiator
Washington Federation of State Employees



CWU and WFSE Tentative Agreement

September 2, 2026

Article 3 – Workplace Behavior (Status Quo)

- 3.1 The Employer and the Union agree that all employees should work in an environment that fosters mutual respect and professionalism. The parties agree that inappropriate behavior in the workplace does not promote the Employer's business, employee well-being, or productivity. All employees are responsible for contributing to such an environment and are expected to treat others with courtesy and respect.
- 3.2 Inappropriate workplace behavior by employees, supervisors and/or managers will not be tolerated. If an employee and/or the employee's union representative believes the employee has been subjected to inappropriate workplace behavior, the employee and/or the employee's representative is encouraged to report this behavior to the employee's supervisor, a manager in the employee's chain of command and/or the Human Resources Office. An employee or the employee's representative should identify complaints as inappropriate workplace behavior. The Employer will investigate the reported behavior and take appropriate action as necessary. The employee and/or union representative will be notified upon conclusion of the investigation and be provided a copy of the investigative report, if any. Upon request, a Human Resources staff member will meet with the employee and/or the union representative to review the process and discuss any outcome.
- 3.3 The procedural aspects of this article are subject to Step 2 of the grievance procedure only. No other grievance steps apply. The Associate Vice President Human Resources will not designate any individual involved in the investigation or earlier meetings to hear the grievance.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



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Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

August 10, 2026

ARTICLE 4 – HIRING AND APPOINTMENTS

4.6 Custodial Building Assignments

Custodial assignments within departments that are vacated by transfer or termination, or the creation of a new assignment shall be handled in the following manner. When a position is going to be filled on a permanent basis, the Employer will determine whether any employees have expressed an interest in that assignment. Employees with the highest seniority will receive their choice of assignment when comparable duties are involved, and the employee has the skills and abilities necessary to perform the duties of the position. The Employer may reassign employees to a vacant position(s) or to an occupied position(s) on the same shift to resolve documented issues with performance, and/or conflict of interests; prior to making such reassignments, the employer will meet with the Union Representative and the affected employee(s) to discuss the proposed move, and the University will make a reasonable effort to accommodate the desires of other affected employee(s). An employee's request may be turned down if the employee has documented attendance or performance problems within the preceding 12 months.

Tentative Agreement reached on the 10th day of August, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 5 – Temporary and nonpermanent appointments (Status Quo)

5.1 Temporary Appointments

The Employer may make temporary appointments. Individuals in temporary appointments are limited to one thousand fifty (1,050) hours of work in a twelve (12) consecutive month period from the individual's original date of hire. For the purposes of counting the one thousand fifty (1,050) hours, the twelve (12) month period will begin on the employee's original date of hire.

- A. Represented Individuals Excluding students, individuals in temporary appointments who work between three hundred fifty (350) hours and one thousand fifty (1,050) hours in a twelve (12) consecutive month period from the original date of hire who are members of the bargaining unit represented by the Union, are governed by the specific terms of this Article. Once the employee works at least three hundred fifty (350) hours the employee remains a represented individual until the end of the twelve (12) month period in which the employee does not work at least three hundred fifty (350) hours in a twelve (12) consecutive month period from the original date of hire.
- B. Unless identified in Sections 5.8, 5.11, 5.12 and 5.13, below, no other Articles in this Agreement apply to represented individuals.

5.2 Temporary Appointment Notice

Prior to the start of a temporary, the temporary or appointee must be notified in writing of the conditions of the appointment. The written notification must contain the following information regarding the appointment:

- 1. The reason for the appointment;
- 2. The hours of work and the hourly rate of pay;
- 3. The anticipated duration of the appointment;
- 4. A statement regarding the receipt or non-receipt of benefits;
- 5. A description of when they may become a represented individual, included in the bargaining unit and covered by this Agreement; provision; and
- 6. The right to request remedial action as provided in 5.7 below.

5.3 Compensation

The Employer will continue current practices regarding salary assignments for represented individuals.

5.4 Hours of Work and Overtime

The University will assign the hours of work for overtime-eligible represented individuals. All hours worked in excess of forty (40) hours in a seven (7) day workweek constitutes overtime. Overtime hours will be compensated at a rate of one and one-half (1 ½) times the overtime-eligible represented individual's regular rate of pay.

5.5 Release Time for Interviews

Release time will be granted to represented individuals for the purposes of interviewing for positions within the University.

5.6 Suspended Operations

If the President or designee of the University determines that the public health, property or safety is jeopardized and it is advisable due to emergency conditions to suspend the operation of all or any portion of the University, the following will govern represented individuals:

- A. When prior notice has not been given, represented individuals released until further notice after reporting to work will be compensated for hours worked on the first day of suspended operations.
- B. Represented individuals who are not required to work during suspended operations may request and may be granted a schedule change during their workweek.
- C. Represented individuals who are required to work during suspended operations will receive their regular hourly rate for work performed during the period of suspended operation. Overtime worked during suspended operations will be compensated in accordance with Section 5.4, above

5.8 Training and Employee Development

Sections 9.2 and 9.3 of Article 9, Training and Employee Development apply to represented individuals.

5.9 New Member Orientation

The Employer will notify the Union of any newly represented temporary employees. The Union will be given the opportunity to have a Union representative speak with the newly represented temporary employees for not more than thirty (30) minutes to provide information about the Union and this Agreement.

5.10 Privacy and Off-Duty Conduct

Employees have the right to confidentiality related to personal information and personnel issues to the extent provided/allowed by law. The Employer, the Union and the employees will take appropriate steps to maintain such confidentiality. An employee will report all arrests and any court-imposed sanctions or conditions that affect their ability to perform assigned duties to the Human Resources Office or appointing authority within twenty-four (24) hours or prior to their scheduled work shift, whichever occurs first.

5.11 Reasonable Accommodation Sections 31.1 through 31.4 of Article 31, Reasonable Accommodation and Disability Separation, apply to represented individuals.

5.12 Other Provisions

The following Articles in this Agreement apply to represented Temporary or Nonpermanent individuals:

Article 1 Union Recognition
Article 2 Non-Discrimination
Article 3 Workplace Behavior
Article 8 Overtime
Article 13.3 Safety and Health
Article 13.4 Employee Assistance Program
Article 19 Uniforms, Tools and Equipment
Article 20 Drug and Alcohol-Free Workplace
Article 21 Travel
Article 22 Commute Trip Reduction and Parking
Article 23 Licensure and Certification
Article 29 Legal Defense
Article 30 Employee Files
Article 33 Management Rights
Article 34 Mandatory Subjects
Article 35 Union-Management Communication Committee
Article 37 Union Activities
Article 38 Dues Deduction and Status Reports
Article 41 Healthcare Benefit Amounts (if qualified per PEBB)
Article 42 Childcare Centers
Article 43 Employee Lounge Facilities
Article 44 Strikes
Article 46 Entire Agreement
Article 47 Savings Clause
Article 48 Printing and Distribution of Agreement
Article 49 Term of Agreement

5.13 Grievance

For the purposes of this Section, a grievance is defined as an allegation by a represented individual or group of represented individuals that there has been a violation, misapplication, or misinterpretation, of a provision of this Agreement that is applicable to represented individuals. The provisions of Article 28, Grievance Procedure, apply to represented individuals as follows:

- 28.1 Applies in its entirety.
- 28.2.A. Does not apply.
- 28.2.B-O. Apply in their entirety.
- 28.3.A. Applies in its entirety.

- 28.3.B. Does not apply.
- 28.3.C. Step 1 Applies in its entirety.
- 28.3.C. Step 2 Applies in its entirety.
- 28.3.C. Step 3 Applies only for non-disciplinary grievances.
- 28.3.C. Step 4 Applies only for non-disciplinary grievances.
- 28.4 Applies in its entirety.

The remainder of Article 28, Grievance Procedure, does not apply

5.14 – NONPERMANENT APPOINTMENTS

5.14.1. Definition

A Nonpermanent position can be created when any of the following conditions are met:

- A. CWU is recruiting to fill a vacant position with a permanent position;
- B. CWU needs to address a short-term immediate workload peak or other short-term needs;
- C. CWU is not filling a position with a permanent position due to the impending or actual layoff of a permanent employee(s);
- D. CWU is filling positions when a worker is on a leave-of-absence; or
- E. Temporary project.

5.14.2 Types of Nonpermanent Positions:

Employees in Nonpermanent positions are considered nonscheduled and are not assigned a fixed schedule or amount of working time in a workweek.

5.14.3 Nonpermanent Duration of Appointments:

A. The initial duration of a Nonpermanent appointment cannot exceed twelve (12) months from the hire date. Individuals may receive consecutive Nonpermanent Fixed Duration or Hourly appointments as long as any subsequent appointment is to a different position.

B. Conclusion of the appointment will be at the discretion of the University, including termination of appointment prior to its originally intended expiration date, and will not be subject to Articles 28 Grievance Procedure.

C. If the employee is not a permanent state employee, the employer must give one work days' notice prior to conclusion of the appointment. A Nonpermanent appointment may be terminated immediately with pay in lieu of the one workday of notice required for Nonpermanent Employees.

D. If at any time during a Nonpermanent appointment, a short-term workload peak or other short-term need becomes ongoing and permanent in nature, the Employer must take action to fill the position on a permanent basis.

5.14.4 Hours of Work and Overtime.

- A. Hours of work for Nonpermanent Employees shall be established by the employing official. Work assigned in excess of forty (40) hours in a seven (7) day

work week constitutes overtime. Overtime hours will be compensated at a rate of one-and-one-half (1-1/2) times the employee's regular rate.

All paid holiday credit hours used during the employee's regular work schedule are considered time worked for the calculation of overtime. Time paid for but not worked shall not count towards the calculation of overtime.

B. Minimum Work Availability. The Employer may require employees in Nonpermanent positions to provide at least a minimum number of available hours or shifts each week, month or schedule block to include available weekend and holiday hours. Employees out of compliance may have their appointment terminated. Appointments may also end due to a lack of work. Assignment of hours or continuation of employment is at the discretion of the Employer and is not grievable.

5.14.5 Probationary Period Upon Movement from Nonpermanent or Intermittent to Regular.

A. A Nonpermanent Employee hired into a regular bargaining unit position is required to serve a probationary period.

B. A Nonpermanent Employee who is hired into a regular position in the same job classification in the same unit without a break in service through open recruitment will have their Nonpermanent hours of service apply toward their probationary period for that position up to a maximum of three (3) months of the six (6) month probationary period.

C. The Employer may convert a Nonpermanent position into a permanent position if the Employer used a competitive process to fill the Nonpermanent position or if the Nonpermanent position was filled using a veteran placement program. In such circumstances the employee will serve a probationary or trial service period, whichever is applicable.

5.14.6 Compensation.

A. The rate of pay for employees under this Article must be placed on a salary step within the range for the classified title that best fits the work.

B. Periodic Increases up to the top automatic step will be administered the same as regular positions in the same classification.

The progression start date shall be established as follows:

1. The first of the current month for actions occurring between the first and the fifteenth of the month; or,
2. The first of the following month for actions occurring between the sixteenth and the end of the month.

Premiums: All positions filled by nonpermanent employees shall continue to receive the premiums and differentials received by represented regular temporary employees including any increases in the amounts of those premiums and differentials as provided for in this Agreement.

5.14.7 Sick Time Off

A. Employees in Nonpermanent Fixed Duration positions will accrue sick time off per WAC 357-31.

B. Employees in Nonpermanent positions will earn a monthly sick time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment. Sick time off accruals cannot exceed eight (8) hours in a month.

5.14.8 Vacation Time Off

A. Employees in Nonpermanent positions will accrue per Civil Service Vacation Leave for CWU and use vacation leave per WAC 357-31.

B. Employees in Nonpermanent positions will earn a monthly vacation time off accrual proportionate to the number of hours in pay status (excluding overtime hours) in the month to that required for full-time (1.0 FTE) employment.

C. Employees in Nonpermanent positions will receive vacation time off accrual rate increases in accordance with the accrual schedule in Article 56 Vacation Time Off.

D. Employees in Nonpermanent positions are subject to the maximum vacation time off accrual rules as outlined in Article 56 Vacation Time Off.

5.14.9 Holidays and Holiday Credit

Employees in Nonpermanent positions will receive holiday credit.

- A. Holiday credit is a balance of time off that is received in lieu of holiday compensation for employees in Nonpermanent positions. Holiday credit accrual is proportionate to the number of hours in pay status (excluding overtime hours) in the same month of the holiday to that required for full-time (1.0FTE) employment, excluding all holiday hours. Holiday credit accrual will be calculated at the end of the month. Employees in Nonpermanent positions hired during the month of the holiday will not receive credit for holidays that occur prior to their hired date.
- B. Employees in Nonpermanent positions shall be paid for holiday credit in accordance with Article 17 Holidays.
- C. Holiday credit may be used in lieu of any other leave type covered in the collective bargaining agreement. All holiday credit must be used annually in accordance with the CWU's leave policy. An employee who does not use their accrued holiday credit by the date specified in CWU's leave policy will receive monetary compensation. Holiday credit must be paid when:
 - a. The employee separates from State service for any reason.
 - b. The employee is appointed to a position with a different department.

5.14.10 Holiday Premium. If an employee works one of the following holidays, they will receive time and one half (1 ½) for all hours worked on that holiday: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Native American Heritage Day, and Christmas Day.

5.14.11 Personal Holiday

B. Employees in Nonpermanent positions earn a personal holiday at a rate proportionate to the number of hours in pay status (excluding overtime hours) in the same month when the personal holiday is requested to that required for full-time (1.0 FTE) employment, excluding all holiday hours. The value of the Personal Holiday cannot exceed eight (8) hours.

5.14.12 Miscellaneous Leave. If eligible, the Employer will continue to provide Family and Medical Leave, Domestic Violence Leave, Civil Duty Leave (as unpaid release time), Leave Without Pay for Reason of Faith or Conscience, and paid Military Leave in accordance with University Policy, Article 13 Family and Medical Leave and Pregnancy Disability.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

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Joey Bryant
Director, Employee Services
Central Washington University



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CWU and WFSE Tentative Agreement

September 2, 2026

Article 6 – Performance Evaluations (Status Quo)

6.1 Objective

The performance evaluation process gives a supervisor an opportunity to discuss performance goals with their employee and assess and review the employee's performance with regard to those goals. Supervisors can then provide support to the employee in their professional development, so that skills and abilities can be aligned with the Employer's mission and goals. Performance problems are to be addressed in accordance with CWU policy and the CBA. Performance problems will be brought to the attention of the employee at the time of the occurrence to give them an opportunity to address the issue.

6.2 Evaluation Process

- A. The immediate supervisor will meet with an employee at the start of their review period to discuss performance expectations. The employee will receive copies of their performance expectations as well as notification of any modifications made during the review period. Employee work performance will be evaluated per the Employer's policy and procedures during probationary, trial service and transition review periods and at least annually thereafter. In the event that a permanent employee's evaluation is not completed within this timeframe, the employee's performance will be considered satisfactory for the review period. Notification will be given to a probationary or trial service employee whose work performance is determined to be unsatisfactory.
- B. The supervisor will discuss the evaluation with the employee. The employee will have the opportunity to provide feedback on the evaluation. The discussion may include such topics as:
 - 1. Reviewing the employee's performance;
 - 2. Identifying ways the employee may improve their performance;
 - 3. Updating the employee's position description, if necessary;
 - 4. Identifying performance goals and expectations for the next appraisal period; and
 - 5. Identifying employee training and development needs.
- C. The performance evaluation process will include, but not be limited to, a written performance evaluation on forms used by the Employer, the employee's signature acknowledging receipt of the forms, and any comments by the employee. A copy of the performance evaluation will be provided to the employee at the time of the review. A copy of the final performance evaluation, including any employee or reviewer comments, will be provided to the employee. The original performance evaluation documents, including the employee's comments, will be maintained in the employee's e-Performance within MyCWU.

- D. If an employee disagrees with their performance evaluation, the employee has the right to attach a rebuttal.
- E. The performance evaluation process is subject to the grievance procedure in Article 28. The specific content of a performance evaluation is not subject to the grievance procedure.
- F. Performance evaluations will not be used to initiate personnel actions such as transfer, promotion, or discipline.

6.3 Electronic Personal Development / E-Performance (E.P.D.)

When the Employer requires employees to self-evaluate themselves via E-Performance, each employee will be provided with paid work time, space, computer access and any other needed resources, all as reasonably necessary to complete the evaluation. Employees who need unique arrangements to complete their self-evaluation should make necessary arrangements with their supervisor and/or Human Resources.

6.4 Training on performance evaluations will be offered to all bargaining unit employees.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

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Joey Bryant
Director, Employee Services
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August 10, 2026

ARTICLE 7 – HOURS OF WORK

7.1 Definitions

- A. Full-time Employees
Employees who are scheduled to work forty (40) hours per workweek.
- B. Overtime-Eligible Employees
Employees who are covered by the overtime provisions of state and federal law.
- C. Overtime-Exempt Employees
Employees who are not covered by the overtime provisions of state and federal law.
- D. Part-time Employees
Employees who are scheduled to work less than forty (40) hours per workweek.
- E. Work Schedules
Workweeks and work shifts of different numbers of hours may be established by the Employer in order to meet business and customer service needs, as long as the work schedules meet federal and state laws.
- F. Work Shift
The hours an employee is scheduled to work each workday in a workweek.
- G. Workday
One (1) of seven (7) consecutive, twenty-four (24) hour periods in a workweek.
- H. Workweek
A regularly re-occurring period of one hundred and sixty-eight (168) hours consisting of seven (7) consecutive twenty-four (24) hour periods. Workweeks will normally begin at 12:00 a.m. on Sunday and end at 12:00 midnight the following Saturday or as otherwise designated by the appointing authority. If there is a change in their workweek, employees will be given written notification by the appointing authority or their designee.

7.2 Determination

Per state and federal law, the Employer will determine whether a position is overtime-eligible or overtime-exempt. If there is a change in the overtime eligibility designation for an employee's position, the Employer will provide the employee with written notification of the change.

7.3 Overtime-Eligible Employees

A. Work Schedules

1. Regular Work Schedules

The regular work schedule for overtime-eligible employees will not be more than forty (40) hours in a workweek, with at least two (2) consecutive days off and starting and ending times as determined by the requirements of the position and the Employer. The Employer may adjust the regular work schedule with prior notice to the employee as provided in this Article.

2. Employee Requests

Employees may request a modification of their regular schedules (e.g. moving from eight-hour days to ten-hour days), and such modifications will not be denied or rescinded for reasons that are arbitrary, capricious, or unlawful.

B. Schedule Changes

1. Temporary Schedule Changes

Employees' workweeks and/or work schedules may be temporarily changed with prior notice from the Employer. A temporary schedule change is defined as a change lasting twenty-one (21) calendar days or less. Overtime-eligible employees will receive five (5) calendar days' written notice of any temporary schedule change. The day that notification is given is considered the first day of notice. Notice will normally be given to the affected employees during their scheduled working hours. If an affected employee is on extended leave, notice may be sent to the employee's last known address.

2. Long-Term or Project Schedule Changes

Employees' workweeks and work schedules may be changed for periods exceeding twenty-one (21) calendar days with prior notice from the Employer. Overtime-eligible employees will receive ten (10) calendar days' written notice of a long-term or project schedule change. The day notification is given is considered the first day of notice. Upon request, the Employer will meet with affected employees and/or the Union to discuss the change and the reason(s) for it. Notice will normally be given to the affected employees during their scheduled working hours. If an affected employee is on extended leave, notice may be sent to the employee's last known address.

3. Emergency Schedule Changes

The Employer may adjust an overtime-eligible employee's workweek and work schedule without prior notice in emergencies or for operational needs, including coverage for 24/7 operations.

4. Agreed Schedule Changes

Overtime-eligible employees' workweeks and work schedules may be changed at the employee's or supervisor's request and with their mutual consent, provided the Employer's business and customer service needs are met and no overtime expense is incurred.

C. Flexible Schedules

Upon mutual agreement between the employee and their supervisor, an employee may work a flexible schedule with starting and ending times set by agreement between the employee and their supervisor.

D. Home Phone Calls/Contacts

Time spent on work-related telephone calls, emails, text messages, or other electronic communication received during the employee's non-work time and subsequent, related employee-initiated calls will be considered time worked. Work during non-scheduled time needs to be approved by the employee's supervisor. Other than answering a call to determine availability for call back or receiving a call back or other calls arising only to a de minimis level, time spent on work-related calls will fall under the provisions of 7.10.

7.4 Overtime-Eligible Employees Unpaid Meal Periods

The Employer and the Union agree to unpaid meal periods that vary from and supersede the unpaid meal period requirements required by WAC 296-126-092. Unpaid meal periods for employees working more than five (5) consecutive hours, if entitled, will be a minimum of thirty (30) minutes and will be scheduled as close to the middle of the work shift as possible, taking into account the Employer's work requirements and the employee's wishes. Employees working three (3) or more hours longer than a normal workday will be allowed an additional thirty (30) minute unpaid meal period. When an employee's unpaid meal period is interrupted by work duties, the employee will be allowed to resume their unpaid meal period following the interruption, if possible, to complete the unpaid meal period. In the event an employee is unable to complete the unpaid meal period due to operational necessity, the employee will be entitled to compensation, which will be computed based on the actual number of minutes worked within the unpaid meal period. Meal periods may not be used for late arrival or early departure from work and meal and rest periods will not be combined.

7.5 Overtime-Eligible Employees Paid Meal Periods for Straight Shift Schedules

The Employer and the Union agree to paid meal periods that vary from and supersede the paid meal period requirements of WAC 296-126-092. Employees working straight shifts will not receive a paid meal period but will be permitted to eat intermittently as time allows during their shifts while remaining on duty. Meal periods for employees on straight shifts do not require relief from duty.

7.6 Overtime-Eligible Employees Rest Periods

The Employer and the Union agree to rest periods that vary from and supersede the rest periods required by WAC 296-126-092. Employees will be allowed rest periods of fifteen (15) minutes for each one-half (1/2) shift of four (4) or more hours worked at or near the middle of each one-half (1/2) shift of four (4) or more hours. Rest periods do not require relief from duty. Where the nature of the work allows employees to take intermittent rest periods equivalent to fifteen (15) minutes for each one-half (1/2) shift, scheduled rest periods are not required. Rest periods may not be used for late arrival or early departure from work and rest and meal periods will not be combined.

7.7 Overtime-Eligible Employees - Positive Time Reporting

Overtime-eligible employees will accurately report time worked in accordance with a positive time reporting process as determined by the Employer.

7.8 Overtime-Exempt Employees

Overtime-exempt employees are not covered by federal or state overtime laws. Compensation is based on the premise that overtime-exempt employees are expected to work as many hours as necessary to provide the public services for which they were hired. These employees are accountable for their work product, and for meeting the objectives of the university. The Employer's policy for all overtime-exempt employees is as follows:

- A. The Employer determines the products, services, and standards which must be met by overtime-exempt employees.
- B. Overtime-exempt employees are expected to work as many hours as necessary to accomplish their assignments or fulfill their responsibilities and must respond to directions from management to complete work assignments by specific deadlines. Full-time overtime-exempt employees are expected to work a minimum of forty (40) hours in a workweek and part-time overtime-exempt employees are expected to work proportionate hours. Overtime-exempt employees may be required to work specific hours to provide services, when deemed necessary by the Employer.
- C. The salary paid to overtime-exempt employees is full compensation for all hours worked.
- D. Overtime-exempt employees are not authorized to receive any form of overtime compensation, formal or informal.
- E. The appointing authority or their designee may approve overtime-exempt employee absences with pay for extraordinary or excessive hours worked, without charging leave.

- F. If they give notification and receive the Employer's concurrence, overtime-exempt employees may alter their work hours. Employees are responsible for keeping management apprised of their schedules and their whereabouts.
 - G. Prior approval from the Employer for the use of paid or unpaid leave for absences of two (2) or more hours is required, except for unanticipated sick leave.
- 7.9 Work performed at home as directed will be compensated for one-half (1/2) hour or actual time worked whichever is greater, for each incident.
- 7.10 Remote Work
- H. Remote work is the practice of performing required job functions from home or another management-approved location. Any employee who believes that all or part of their position is suitable for remote work may request to work remotely by submitting a written request to their supervisor. The Employer will evaluate the employee's request, and will approve or deny the request in writing. Employees whose requests to work remotely are approved may be required to sign an agreement confirming expectations regarding their schedule, timekeeping, remote work environment, data/information security and other matters specific to their position.

Tentative Agreement reached on the 10th day of August, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 8 – Overtime (Status Quo)

8.1 Definitions

A. Overtime

Overtime is defined as time that an overtime-eligible employee works in excess of forty (40) hours per workweek.

Overtime Rate

In accordance with the applicable wage and hour laws, the overtime rate will be one and one-half (1-1/2) of an employee's regular rate of pay. The regular rate of pay will not include any allowable exclusion. The Employer will continue with their current practice regarding overtime rates.

B. Work

The definition of work, for overtime purposes only, includes:

1. All hours actually spent performing the duties of the assigned job, rounded to the next quarter hour;
2. Travel time required by the Employer during normal work hours from one work site to another or travel time prior to normal work hours to a different work location that is greater than the employee's normal home-to-work travel time and all travel in accordance with applicable wage and hour laws;
3. Vacation leave;
4. Sick leave;
5. Compensatory time;
6. Holidays; and
7. Any other paid time not listed below.

C. Work for overtime purposes does not include:

1. Shared leave;
2. Leave without pay;
3. Additional compensation for time worked on a holiday; and

4. Time compensated as standby, callback, or any other penalty pay.

8.2 Overtime Eligibility and Compensation

Employees are eligible for overtime under the following circumstances:

Overtime-eligible employees who have prior approval and work more than forty (40) hours in a workweek will be compensated at the overtime rate. An employee whose workweek is less than forty (40) hours will be paid at their regular rate of pay for all work performed up to forty (40) hours in a workweek and paid at the overtime rate for authorized work more than forty (40) hours in a workweek.

8.3 General Provisions

- A. The Employer will determine whether work will be performed on regular work time or overtime, the number, the skills and abilities of the employees required to perform the work, and the duration of the work.
- B. The Employer will give as much advanced notice to employees as practical when requiring them to work overtime. The Employer will first attempt to meet its overtime requirements on a voluntary basis with qualified employees who are currently on duty. In the event there are not enough employees volunteering to work, the supervisor may require employees to work overtime. There will be no pyramiding of overtime. The supervisor will consider an employee's personal and family needs prior to requiring overtime.
- C. If an employee was not offered overtime for which they were qualified, the employee will be offered the next available overtime opportunity for which they are qualified.
- D. Supervisors will not perform overtime work normally done by bargaining unit employees except when an emergency arises and all other avenues have been exhausted.
- E. Supervisors will attempt to meet overtime requirements on a voluntary basis by offering the overtime to employees in the order listed below. If there are not enough qualified employees volunteering to work overtime, a supervisor may require employees to work overtime. A supervisor will only move to the next level if there are not enough qualified employees available to satisfy the overtime requirements.
 1. Qualified bargaining unit employees within their shop.
 2. Qualified bargaining unit employees outside their shop.
 3. Qualified represented temporary employees within their shop.
 4. Qualified non-bargaining unit employees.

8.4 Compensatory Time for Overtime-Eligible Employees

- A. Compensatory Time Eligibility

The Employer may grant compensatory time in lieu of cash payment for overtime to an overtime-eligible employee, upon request of employee. Compensatory time must be granted at the rate of one and one-half (1-1/2) hours of compensatory time for each hour of overtime worked. An employee may only receive compensatory time or be paid for the overtime hours for the work occurring in a single week.

B. Maximum Compensatory Time

Employees may accumulate no more than two hundred and twenty (220) hours of compensatory time.

C. Compensatory Time Use

An employee must use compensatory time prior to using vacation leave, unless this would result in the loss of their vacation leave or the employee is using vacation leave for Domestic Violence Leave. Compensatory time must be used and scheduled in the same manner as vacation leave, as in Article 11, Vacation

Leave. Employees may use compensatory time for leave as required by the Domestic Violence Leave Act, RCW 49.76. The Employer may schedule an employee to use their compensatory time with seven (7) calendar days' notice.

D. Compensatory Time Cash Out

1. All compensatory time must be used by June 30th of each year. If compensatory time balances are not scheduled to be used by the employee by April of each year, the supervisor will contact the employee to review their schedule. The employee's compensatory time balance will be cashed out every June 30th or when the employee separates from the Employer. The Employer will cash out compensatory time when the employee transfers to another department. A reorganization or merger of departments is not considered a transfer under this section.
2. As an exception to 8.4 D.1 above, an appointing authority or their designee will allow an employee to carry forward up to forty (40) hours of compensatory time past June 30th when an employee's workload requires call-back or any overtime during the months of May and June.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

ARTICLE 9 - TRAINING AND EMPLOYEE DEVELOPMENT

- 9.1 The Employer and the Union recognize the value and benefit of education and training designed to enhance an employee's ability to perform their job duties. Training and employee development opportunities will be provided to employees in accordance with Employer policies and available resources.
- 9.2 Attendance at employer-required training will be considered time worked. The Employer will make reasonable attempts to schedule employer-required training during an employee's regular work shift. The Employer will pay the registration, and associated travel costs in accordance with Article 21, for employer-required training.
- 9.3 Collective Bargaining Agreement Training
- A. The Employer and the Union agree that training for managers, supervisors and union stewards responsible for the day-to-day administration of this Agreement is important. The Union will provide training to current union stewards, and the Employer will provide training to managers and supervisors on this Agreement.
- B. ~~The Union will present the training to current union stewards within each bargaining unit.~~ Union stewards will be released with pay on one (1) occasion for up to ~~eight (8) hours~~ ~~one (1) work day~~ ~~one (1) work day~~ ~~four (4) hours~~ to attend ~~the employee~~ training. ~~In addition, Union stewards will be allowed up to thirty (30) minutes for travel time to and from the training, if needed.~~ The training ~~and travel time~~ will be considered time worked for those union stewards who attend the training during their scheduled work shift. Union stewards

who attend the training during their non-work hours will not be compensated for training ~~and/or travel time~~. Training for Union stewards will be contemporaneous with training provided to other bargaining unit employees and not an extension or separate release allotment. The parties will agree on the date, time, number and names of stewards attending each session. Additional release time and/or travel time may be provided in accordance with Article 37.8.

- C. The Employer will arrange training on this Agreement for all bargaining unit employees. The training will be considered time worked for employees attending the training during their scheduled work shift. Employees who attend the training during their non-work hours will not be compensated for training and/or travel time. ~~The training will be considered time worked for employees attending the training during their scheduled work shift. Employees who attend the training during their non-work hours will not be compensated for training and/or travel time.~~ The Employer and the Union recognize the value of, and encourage joint training when possible.

9.4 Employees may communicate their education and skill development training desires annually through the performance evaluation process.

9.5 Employees who wish to use the tuition fee waiver program will be allowed to do so in accordance with the Employer's current practice or policy, provided it allows employees to register no later than the sixth (6th) class day.

9.6 New Employee Orientation

- A. When the Employer provides a formal or informal new employee orientation program, the Union will be given an opportunity to have a union representative speak to the new employees being oriented for not more than sixty (60) ~~thirty (30)~~ minutes to provide information about the Union and this

Agreement. The Employer will copy NEO@wfse.org on all appointment letters for bargaining unit positions, and provide notice to the Union, at that same email address (~~mee@wfse.org~~), at least ~~seven (7)~~ two (2) business ~~calendar~~ days in advance of new employee orientation meetings involving new bargaining unit employees. The Employer will provide the Union with the employee's name, job classification, work location and hire date.

- B. When the Employer provides new employee orientation on-line, the Employer agrees to provide each new employee with an orientation package provided by the Union.
- C. In the event that an employee does not have a scheduled orientation within the first ninety (90) days of newly joining a WFSE-represented bargaining unit, the University will permit the Union chapter president or designee to meet with the employee for sixty (60) ~~thirty (30)~~ minutes to discuss the Agreement and Union representation under the Agreement. The meeting will occur during the new employees work time, and the Union chapter president or designee will be granted release time for his/her participation in the meeting. All such meetings must be scheduled in advance with the University's Labor Relations staff.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 10 – Holidays (Status Quo)

10.1 Holidays

A. The following days are paid holidays for all eligible employees:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Native American Heritage Day	The day immediately after Thanksgiving
Christmas Day	December 25
Personal Holiday	

B. The following days are unpaid holidays for all eligible employees:
Two faith- or conscience-based holidays pursuant to RCW 1.16.050.

10.2 Observance of Holidays

The Board of Trustees may establish calendars that observe holidays on dates other than those listed above, or as modified by current institutional practices.

10.3 Holiday Rules

The following rules apply to all holidays except the personal holiday:

- A. Employees will be paid for the hours actually worked on a holiday at the overtime rate.
- B. Permanent and probationary employees working twelve (12) month schedules or cyclic year employees who work full monthly schedules throughout their work year will receive holiday pay if they were in pay status on the entire work shift preceding the holiday. Any day(s) the Employer suspends operations will not be considered a workday for the purpose of determining holiday pay eligibility under this specific provision.

- C. Cyclic year employees scheduled to work less than full monthly schedules throughout their work year qualify for holiday compensation if they work or are in pay status for the entire work shift on their last regularly scheduled working day before the holiday(s) in that month. In the event that a holiday falls on the first weekday of a month, cyclic employees will receive holiday compensation if they are in paid status for the first University business day following the holiday and they are scheduled to work five (5) or more days during the month in which the holiday occurs. Cyclic year employees will be entitled to holiday pay on the same proportional basis that their appointment bears to full-time employment.
- D. **Holiday Pay**
 - 1. When a holiday falls on a full-time employee's regularly scheduled workday, the employee's pay is equivalent to the employee's scheduled hours of work on the day of the holiday absence.
 - 2. When a holiday falls on the employee's scheduled day off the Employer will provide an alternate day off or, by agreement between the employee and the appointing authority or designee, the Employer will pay the employee for the number of holiday hours they are entitled to.
- E. Holidays are pro-rated for less than full-time employees.
- F. When a holiday falls on the employee's scheduled workday, that day will be considered the holiday.
- G. When a holiday falls on a Saturday, the Friday before will be the holiday. When a holiday falls on a Sunday, the following Monday will be the holiday.
- H. The holiday for night shift employees whose schedules begin on one calendar day and ends on the next calendar day will be determined by the Employer. It will start either at:
 - 1. The beginning of the scheduled night shift that begins on the holiday; or
 - 2. The beginning of the shift that precedes the calendar holiday.

10.4 Personal Holidays

An employee may choose two (2) workday as a personal holiday during each calendar year if the employee has been continuously employed by the State of Washington for more than four (4) months.

- A. An employee who is scheduled to work less than six (6) continuous months over a period covering two (2) calendar years will receive only one (1) personal holiday during this period.
- B. The Employer will release the employee from work on the day selected as the personal holiday if:
 - 1. The employee has given at least fourteen (14) calendar days' written notice to the supervisor. However, the supervisor has the discretion to allow a shorter notice period.
 - 2. The number of employees choosing a specific day off allows an Employer to continue its work efficiently and not incur overtime.
- C. Personal holidays may not be carried over to the next calendar year except when an eligible employee's request to take their personal holiday has been denied or canceled. The employee will attempt to reschedule their personal holiday during the balance of the calendar year. If they are unable to reschedule the day, it will be carried over to the next calendar year.
- D. Employers may adopt eligibility policies to determine which requests for particular dates will be granted if all requests cannot be granted.
- E. Personal holidays are pro-rated for less than full-time employees.
- F. The pay for a full-time employee's personal holiday is equivalent to the employee's work shift on the day selected for the personal holiday absence.
- G. Part or all of a personal holiday may be donated to another employee for shared leave as provided in RCW 41.04.665. Any remaining portions of a personal holiday must be taken as one (1) absence, not to exceed the work shift on the day of the absence.
- H. Part or all of a personal holiday may be used for:
 - 1. The care of family members as required by the Family Care Act, WAC 296-130;
 - 2. Leave as required by the Military Family Leave Act, RCW 49.77 and in accordance with Article 18.13; or
 - 3. Leave as required by the Domestic Violence Leave Act, RCW 49.76. Any remaining portions of a personal holiday must be taken as one (1) absence, not to exceed the work shift on the day of the absence.

- I. The Employer may allow an employee who has used all of their sick leave to use all of a personal holiday for sick leave purposes as provided in Article 12.2 A.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:

Joey Bryant

Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin

Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

ARTICLE 11-VACATION LEAVE

11.1 Employees will retain and carry forward any eligible and unused vacation leave that was accrued prior to the effective date of this Agreement.

11.2 Vacation Leave Credits

Employees will be credited with vacation leave accrued monthly, according to the rate schedule and vacation leave accrual below.

11.3 Vacation Leave Accrual

Full-time employees will accrue vacation leave according to the rate schedule below under the following conditions:

1. Employees working less than full-time schedules will accrue vacation leave on the same pro rata basis that their appointment bears to full-time employment.
2. Full-time employees who have been in pay status for eighty (80) non-overtime hours in a calendar month will accrue vacation leave according to the rate schedule.
3. Part-time employees will accrue vacation leave in any calendar month in which they are in pay status for the portion of eighty (80) hours that their monthly schedule bears to full-time employment.
4. The scheduled period of cyclic year position leave without pay will not be deducted for purposes of computing the rate of vacation leave accrual

for cyclic year employees.

5. Vacation leave accruals for the prior calendar month will be credited and available for employee use the first of the next calendar month.
6. Unused vacation leave credits of employees who change Washington State employers without a break in service will transfer with the employee to the new employer. An employee who brings an accrued balance from another Washington State employer may use the previously accrued vacation leave during the probationary or trial service period.

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11.4 Vacation Leave Accrual Rate Schedule

Full Years of Service	Hours Per Year
During the first and second years of current continuous employment	One hundred thirty-six (136) twelve (112) twelve (112)
During the second and third year of current continuous employment	One hundred forty-four (144) twenty (120) twenty (120)
During the fourth year of current continuous employment	One hundred twenty-eight (128) fifty-two (152) twenty-eight (128)
During the fifth and sixth years of total employment	One hundred sixty (160) thirty-six (136) thirty-six (136)
During the six , seventh, and eighth and ninth years of total employment	One hundred seventy-two (172) forty-four (144) forty-four (144)
During the ninth , tenth, eleventh, twelfth, and thirteenth, and fourteenth years of total employment	One hundred eighty-four (184) sixty (160) sixty (160)

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During the fourteen , fifteenth, sixteenth, seventeenth, eighteenth and nineteenth years of total employment	One hundred seventy-six (176) Two hundred (200) One hundred seventy-six (176)
During the twentieth, twenty-first, twenty-second, twenty-third, and twenty-fourth years of total employment	One hundred ninety-two (192) Two hundred sixteen (216) One hundred ninety-two (192)
During the twenty-fifth year of total employment and thereafter	Two hundred twenty-four (224) (200) (200)

11.5 Vacation Scheduling for 24/7 Operations

In the event that two (2) or more employees request the same vacation period, the supervisor may limit the number of people who may take vacation leave at one time due to business needs and work requirements. Vacation requests will be considered on a first come, first served basis. In the event that two (2) or more employees contemporaneously request the same vacation period, and the number must be limited, the requests will be considered to have been filed in order of seniority.

11.6 Vacation Scheduling for All Employees

- A. Vacation leave will be charged in the amount actually used by the employee.
- B. When considering requests for vacation leave the Employer will take into account the desires of the employee but may require that leave be taken at a time convenient to the Employer. In the event two (2) or more employees contemporaneously request the same vacation period and the number must

be limited, the requests will be considered to have been filed in order of seniority.

- C. An employee will not request or be authorized to take scheduled vacation leave if they will not have sufficient vacation leave to cover such absence at the time the leave will commence.
- D. Vacation leave will be approved or denied within ten (10) calendar days of the request. If the leave is denied, a reason will be provided in writing.
- E. Employees may submit in writing to their supervisor their preferences for vacation leave for the period of May 1st of the current year through the end of April of the next year. Employees on the schedule will have priority and be granted their vacation leave requests at the times specified, if possible, over those who have not submitted their vacation leave requests by April 30th of each year. The Employer may compile and post a vacation leave schedule by work unit.

11.7 Family Care, Military Family Leave and Domestic Violence Leave

Family Care, Military Family Leave and Domestic Violence Leave will be conducted in accordance with current applicable federal and state laws, state and CWU policies, regulations, and procedures.

11.8 Use of Vacation Leave for Sick Leave Purposes

The Employer may allow an employee who has used all of their sick leave to use vacation leave for sick leave purposes as provided in Article 12.2.A.1-2. An employee who has used all of their sick leave may use vacation leave for sick leave purposes as provided in Article 12.2.A.3-11.

11.9 Emergency Childcare

Employees may use vacation leave for childcare emergencies after the employee has exhausted all of their accrued compensatory time. Use of vacation leave and sick leave for emergency childcare is limited to a combined maximum of four (4) days per calendar year.

11.10 Vacation Cancellation

Should the Employer be required to cancel scheduled vacation leave because of an emergency or exceptional business needs, affected employees may select new vacation leave from available dates. In the event the affected employee has incurred non-refundable, out-of-pocket vacation expense, the employee may be reimbursed by the Employer.

11.11 Vacation Leave Maximum

Employees may accumulate maximum vacation leave balances not to exceed two hundred and eighty (280) hours. However, there are two (2) exceptions that allow vacation leave to accumulate above the maximum:

- A. If an employee's request for vacation leave is denied by the Employer, and the employee is close to the vacation leave maximum, the Employer will grant an extension for each month that the Employer must defer the employee's request for vacation leave.
- B. An employee may also accumulate vacation leave days in excess of two hundred and eighty (280) hours as long as the employee uses the excess balance prior to their anniversary date. Any leave in excess of the maximum that is not deferred in advance of its accrual as described above, will be lost on the employee's anniversary date.

11.12 Separation

Any employee who has been employed for at least six (6) continuous months, who either resigns with adequate notice or retires, is laid off or is terminated by

the Employer, will be entitled to be paid for all vacation leave credits. In addition, the estate of a deceased employee will be entitled to payment for all vacation leave credits.

11.13 Addendum

If the vacation leave accrual amounts are adjusted in WAC, CWU will incorporate said changes.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

ARTICLE 12 - SICK LEAVE

12.1 Sick Leave Accrual

Employees will accrue ~~twelve (12) eight (8) eight (8)~~ hours of sick leave per month under the following conditions:

- A. Full-time employees in pay status for eighty (80) non-overtime hours in a calendar month will accrue their full, ~~twelve (12) eight (8) eight (8)~~ hours of sick leave credit.
- B. Part-time employees will accrue a prorated amount of sick leave credit in any calendar month in which they are in pay status for the portion of eighty (80) hours that their monthly schedule bears to full-time employment.
- C. Employees who are in pay status for less than eighty (80) non-overtime hours in a calendar month will accrue sick leave for that month at a rate of one (1) hour for every forty (40) hours worked.
- D. Sick leave accruals for the prior calendar month will be credited and available for employee use the first of the next calendar month.

12.2 Sick Leave Use

- A. Sick leave may be used in increments of one-tenth ($1/10^{\text{th}}$) of an hour for the purposes below.
 - 1. An employee's own mental or physical illness, injury or health condition.

2. To accommodate the employee's, need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition.
3. Preventive care, such as a medical, dental or optical appointment and/or treatment.
4. Care of a family member who needs medical diagnosis, care or treatment of a mental or physical illness, injury or health condition.
5. Care for a family member who needs preventive medical care.
6. Closure of the University, or the employee's child's school/place of care, by order of a public official for any health-related reasons.
7. Care of family members as required by the Family Care Act, RCW 49.12.265 et seq.

8. ~~_____ [A death of any friend or family member that requires the employee's absence from work. Sick leave use for bereavement is limited to five (5) days. A death of any friend or family member that requires the employee's absence from work. Sick leave use for bereavement is limited to two (2) three (3) days. Sick leave must be used within one (1) year of initial request.~~

9.8. Childcare emergencies after the employee has exhausted all of their accrued compensatory time. Use of sick leave and vacation leave for emergency childcare is limited to a combined maximum of four (4) days per calendar year.

10.9. Leave for Military Family Leave as required by RCW 49.77 and in

accordance with Article 18.13.

~~11.10.~~ Leave for Domestic Violence Leave as required by RCW 49.76.

~~12.11.~~ Qualifying absences for Family and Medical Leave (Article 14).

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~~13.12.~~ To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.

B. For the purposes of this section, "family" member means any of the following:

1. A child, including biological, adopted, or foster child, stepchild, or a child whom the employee stands in loco parentis, is a legal guardian, or is de facto parent, regardless of age or dependency status;
2. A biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child;
3. A spouse or domestic partner;
4. A grandparent;
5. A grandchild;
6. A sibling.

A.

7. Any individual who regularly resides in the employee's home, except that it does not include an individual who simply resides in the same home with no expectation that the employee care for the individual.

12.3 Use of Compensatory Time, Vacation Leave, Personal Leave or Personal Holiday for Sick Leave Purposes

The Employer may allow an employee who has used all of their sick leave to use compensatory time, vacation leave or all of a personal holiday for sick leave purposes as provided in Article 12.2 A.1. Employees may use their choice of sick leave, compensatory time, vacation leave or all of a personal holiday to care for a family member in circumstances covered by Article 12.2 A.7. Employees who have used all of their sick leave may use compensatory time, vacation leave, personal leave or all of a personal holiday for sick leave purposes as provided in Article 12.2 A.2-6 and 8-12.

12.4 Restoration of Vacation Leave

In the event an employee is injured or becomes ill while on vacation leave, the employee may submit a written request to use sick leave and have the equivalent amount of vacation leave restored. The supervisor may require a written medical certificate as permitted by law.

12.5 Sick Leave Reporting and Verification

- A. An employee must promptly notify their supervisor on their first day of sick leave and each day after, unless there is mutual agreement to do otherwise. If an employee is in a position where a relief replacement is necessary—if they are absent, they will notify their supervisor at least two (2) hours prior to their scheduled time to report to work (excluding leave taken in accordance with the Domestic Violence Act).

- B. Unless otherwise precluded by law, if the Employer establishes a pattern of abuse, the Employer may require a written medical certification for any sick leave absence consistent with that pattern.
- C. An employee returning to work after any sick leave absence, including, but not limited to, illness, Labor & Industries claim, FMLA, off work accident, may be required to provide written medical certification from the employee's health care provider that the employee is able to return to work and perform the essential functions of the job with or without reasonable accommodation.

12.6 Sick Leave Annual Cash Out

- A. Each January an employee is eligible to receive cash on a one (1) hour for four (4) hours basis for ninety-six (96) hours or less of their accrued sick leave, if: The employee's sick leave balance at the end of the previous calendar year exceeds four hundred eighty (480) hours;
- B. The converted sick leave hours do not reduce their previous calendar year sick leave balance below four hundred eighty (480) hours; and
- C. The employee notifies the payroll office by January 31st that they would like to convert sick leave hours earned during the previous calendar year, minus any sick leave hours used during the previous year, to cash.

All converted hours will be deducted from the employee's sick leave balance.

12.7 Sick Leave Separation Cash Out

At the time of retirement from state service or at death, an eligible employee or the employee's estate will receive cash for one-quarter (1/4) of their compensable sick

leave hours. For the purposes of this Section, retirement will not include “vested out of service” employees who leave funds on deposit with the retirement system.

12.8 Reemployment

Former state employees who are reemployed within five (5) years of leaving state service will be granted all unused and unpaid sick leave credits they had at separation. Unless otherwise required by applicable law, employees who are reemployed after retiring and cashing out their sick leave balance will not have leave reinstated at the time of rehire; when such an employee subsequently retires or dies, only unused sick leave accrued since the date of reemployment minus sick leave taken within the same period will be eligible for sick leave separation cash out, in accordance with 12.7 above.

12.9 Carry Forward and Transfer

Employees will be allowed to carry forward, from year to year of service, any unused sick leave allowed under this provision and will retain and carry forward any unused sick leave accumulated prior to the effective date of this Agreement. When an employee moves from one State of Washington employer to another, without a break in service, the employee’s accrued sick leave will be transferred to the new employer for the employee’s use.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:

Joey Bryant

Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin

Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 13 – Other Mandates (Status Quo)

13.1 Shared Leave

Shared leave will be conducted in accordance with current applicable federal and state laws, state and CWU policies, regulations, and procedures.

- A. The Employer will respond in writing to shared leave requests within fourteen (14) calendar days of receipt of properly completed request.
- B. For purposes of administering shared leave, an "employee's relative" is defined to include:
 - 1. A child, including biological, adopted, or foster child, stepchild, or a child whom the employee stands in loco parentis, is a legal guardian, or is de facto parent, regardless of age or dependency status;
 - 2. A biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or domestic partner, or a person who stood in loco parentis when the employee was a minor child;
 - 3. A spouse or registered domestic partner;
 - 4. A grandparent;
 - 5. A grandchild; or
 - 6. A sibling.

13.2 Uniform Service Shared Leave Pool

The uniform service shared leave pool will be conducted in accordance with current and applicable federal and state laws, state and CWU policies, regulations, and procedures.\

13.3 Safety and Health

Safety and Health responsibilities will be conducted in accordance with current and applicable federal and state law WAC 296-800-160, WAC 296-360-150, WAC 296-800-13020, and other applicable state laws, state and CWU policies, regulations, and procedures.

13.4 Employee Assistance Program

The Employee Assistance Program will be conducted in accordance with current and applicable federal and state law WAC 357-31-325 and other applicable state laws, state and CWU policies, regulations, and procedures.

13.5 Voluntary Employee's Beneficiary Associations (VEBA)

In accordance with state and federal law, the Employer and employees in bargaining units may agree to form a VEBA (tax-free medical spending accounts) funded by the retiree's sick leave cash out. A VEBA of employees covered by this Agreement will be implemented only by written agreement with the Union.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:

Joey Bryant

Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin

Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 14 – Family and Medical and Related Leaves (Status Quo)

14.1

A. Consistent with the federal Family and Medical Leave Act of 1993 (FMLA) and any amendments thereto, an employee who has worked for the state for at least twelve (12) months and for at least one thousand two hundred fifty (1,250) hours during the twelve (12) months prior to the requested leave is entitled to up to twelve (12) workweeks of (“FML”)leave in a twelve (12) month period for one or more of the following reasons 1 - 5:

1. Parental leave for the birth and to care for a newborn child, or placement for adoption or foster care of a child and to care for that child;
2. Personal medical leave due to the employee's own serious health condition that requires the employee's absence from work;
3. Family medical leave to care for a spouse, son, daughter, parent or state registered domestic partner as defined by RCW 26.60.020 and 26.60.030 who suffers from a serious health condition that requires on-site care or supervision by the employee. Because the FML does not recognize state registered domestic partners, an absence to care for an employee’s state registered domestic partner will not be counted towards the twelve (12) weeks of FML and/or
4. FML for a qualifying exigency when the employee’s spouse, child of any age or parent is on active duty, been called to active-duty status or has been notified of an impending call to active duty in the Armed Forces, including the Reserves or National Guard, in support of a contingency operation or deployment to a foreign country.

Qualifying exigencies include attending certain military events, arranging for alternate childcare, rest and recuperation, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings. In addition, the Employer and the employee may agree that other events which arise out of the covered military member’s active duty or call to active-duty status qualify as an exigency, provided both agree to the timing and duration of the leave.

5. Military Caregiver Leave will be provided to an eligible employee who is the spouse, child of any age, parent or next of kin of a covered service member or veteran to take up to twenty-six (26) workweeks of leave in a single twelve (12) month period to care for the covered service member or

veteran who is suffering from a serious illness or injury incurred in the line of duty.

During the single twelve (12) month period during which Military Caregiver Leave is taken the employee may only take a combined total of twenty-six (26) workweeks of leave for Military Caregiver Leave and leave taken for other FML qualifying reasons.

The single twelve (12) month period to care for a covered service member begins on the first day the employee takes leave for this reason and ends twelve (12) months later, regardless of the twelve (12) month period established for other types of FML leave.

- B. Entitlement to FML for the care of a newborn child or newly adopted or foster child ends twelve (12) months from the date of birth or the placement of the foster or adopted child.
- C. The one thousand two hundred fifty (1,250) hour eligibility requirement noted above does not count paid time off such as time used as vacation leave, sick leave, personal holidays, compensatory time off, or shared leave.
- D. The FML entitlement period will be a rolling twelve (12) month period measured forward from the date an employee begins family medical leave. Each time an employee takes FML during the twelve (12) month period, the leave will be subtracted from the twelve (12) workweeks of available leave.
- E. The Employer will continue the employee's existing employer-paid health insurance benefits during the period of leave covered by FML. The employee will be required to pay their share of health care premiums. The employee will be allowed to use eight (8) hours a month of accrued leave during each month to provide for the continuation of benefits as provided for by the Public Employees Benefit Board.
- F. The Employer has the authority to designate absences that meet the criteria of the FML. The use of any paid or unpaid leave for a FML qualifying event will run concurrently with, not in addition to, the use of the family medical leave for that event. An employee using paid leave during a FML qualifying event must follow the notice and certification requirements relating to FML usage in addition to any notice requirements relating to the paid leave.

- G. The Employer may require certification from the employee's, family member's, or covered service member's health care provider for the purpose of qualifying for family medical leave.
- H. Personal medical leave, serious health condition leave, or serious injury or illness leave covered by family medical leave may be taken intermittently or on a reduced schedule basis when certified as medically necessary. Leave due to qualifying exigencies may also be taken on an intermittent basis.
- I. Upon returning to work after the employee's own family medical leave-qualifying illness, the employee may be required to provide a fitness for duty certificate from a health care provider.
- J. The employee will provide their supervisor and the Employer with not less than thirty (30) days' notice before the family medical leave is to begin. If the need for the leave is unforeseeable thirty (30) days in advance, then the employee will provide such notice as is reasonable and practicable.
- K. An employee returning from family medical leave will have return rights in accordance with FMLA.
- L. Nothing in this Agreement will prevent an employee from filing a complaint regarding FML with the U.S. Department of Labor.

14.2 Parental and Pregnancy Disability Leave

- A. Parental leave will be granted to the employee for the purpose of bonding with their natural newborn, adoptive or foster child. Parental leave may extend up to six (6) months, including time covered by the family medical leave, during the first year after the child's birth or placement. Leave beyond the period covered by FML and pregnancy disability may only be denied by the Employer due to operational necessity. Such denial may be grieved beginning at the top internal step of the grievance procedure in Article 28.
- B. Parental leave may be a combination of the employee's accrued vacation leave, sick leave, personal holiday, compensatory time, or leave without pay. Parental leave may be taken on an intermittent or reduced schedule basis in accordance with Subsection 14.5 A.
- C. Pregnancy disability leave will be granted for the period of time an employee is sick or temporarily disabled because of pregnancy and/or childbirth and will be in addition to any FML.

14.3 Paid Family and Medical Leave Program

- A. Eligible employees are covered by Washington's Family and Medical Leave Program, RCW 50A.04 ("PFML"). Eligibility for PFML leave and benefits is

established by Washington law and is therefore independent of this Agreement. Employees will pay through payroll deduction the full cost of the premiums associated with PFML family leave benefits and forty-five percent (45%) of the cost of the premiums associated with PFML medical leave benefits, as determined under RCW 50A.10.30. The Employer will pay the remaining premium amounts.

- B. Employees must provide the Employer with not less than thirty (30) calendar days' notice of PFML unless the need for leave is unforeseeable, in which case notice must be provided as soon as reasonably practicable.

14.12 Definitions used in this Article will be in accordance with the FMLA.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:

Joey Bryant

Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin

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Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 15 – Work-Related Injury or Illness (Status Quo)

15.1 Compensable Work-Related Injury or Illness Leave

An employee who sustains a work-related illness or injury that is compensable under the state workers' compensation law may select time-loss compensation exclusively or leave payments in addition to time-loss compensation. Employees who take sick leave, vacation leave or compensatory time during a period in which they receive time-loss compensation will receive full sick leave, vacation leave or compensatory time pay in addition to any time-loss payments. Notwithstanding Section 18.1, of Article 18, Leave Without Pay, the Employer may separate an employee in accordance with Article 31, Reasonable Accommodation and Disability Separation.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 16 – Suspended Operations (Status Quo)

- 16.1 The Employer will continue with its practices as listed in current CWU Policy “Suspended Operations.” In addition, CWU will approve compensation for lost time for delayed openings or early closings described in (1) (D) of that policy.

Tentative Agreement reached on the 2nd day of September, 2026, by:

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For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

ARTICLE 17 - MISCELLANEOUS PAID LEAVES

17.1 Bereavement Leave

- A. Up to ~~five (5)~~ ~~ten (10)~~ ~~seven (7)~~ eight (8) days of paid bereavement leave will be granted for the death of any family member or household member that requires the employee's absence from work. Family members are defined for this purpose as mother, father, stepmother, stepfather, sister, brother, mother-in-law, father-in-law, domestic partner's mother, domestic partner's father, spouse, domestic partner, grandparent, grandchild, son, daughter, stepchild, and a child in the custody of and residing in the home of an employee. Bereavement leave must be used within one (1) year of the initial request.

- B. ~~Sick leave may be used for the death of a family member or friend per Article 12.2A.8. In addition, the Employer may approve an employee's request to use compensatory time, vacation leave, personal holiday or leave without pay for the purposes of bereavement and in accordance with this agreement. Sick leave may be used for the death of a family member or friend per Article 12.2A.8. In addition, the Employer may approve an employees' request to use compensatory time, vacation leave, personal holiday or leave without pay for the purposes of bereavement and in accordance with this agreement.~~

17.2 Jury Duty Leave

Leave of absence with pay will be granted to employees for jury duty. An employee will be allowed to retain any compensation paid to them for their jury duty service. An employee will inform the Employer when notified of a jury summons and will cooperate in requesting a postponement of

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service if warranted by business demands. An employee whose work shift is other than a day shift will be considered to have worked a full work shift for each workday during the period of jury duty. If a day shift employee is released from jury duty and there are more than two (2) hours remaining on their work shift, the employee will call their supervisor and may be required to return to work.

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17.3 Interviews

A. Positions with the Employer

Paid leave will be granted for the purpose of taking an examination or interviewing for positions with the Employer. Employee-requested schedule changes may be granted in accordance with Article 7, Hours of Work, when taking an examination or interviewing.

B. Positions with a Community College District, other State Higher Education Institutions or State Agencies

With prior notice, paid leave of up to four (4) hours per fiscal year will be granted for travel, taking an examination and interviews with the community college district, other state higher education institutions or state agencies provided the absence of the employee does not create significant or unusual coverage issues. Employee-requested schedule changes may be granted in accordance with Article 7, Hours of Work, when traveling, taking an examination or interviewing.

17.4 Life-Giving Procedures

Employees will be granted paid leave, not to exceed three (3) working days annually for the purpose of donating blood, platelets, and fluids without compensation, to a person or organization for medically necessary treatments. Employees will be able to use paid time off as

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needed for the purpose of donating organs, tissues, and other human body components without compensation, to a person or organization for medically necessary treatments. Employees will provide reasonable advance notice before taking such leave and will provide written proof from an accredited medical institution, physician or other medical professional that the employee participated in a life-giving procedure.

17.4 Personal Leave

- A. An employee may choose three (3) workdays as personal leave days during each fiscal year of the Collective Bargaining Agreement (CBA) if the employee has been continuously employed by the Employer for more than four (4) months.
- B. The Employer will release the employee from work on the day selected for personal leave if:
 - 1. The employee has given at least fourteen (14) calendar days' written notice to the supervisor. However, the supervisor has the discretion to allow a shorter notice period.
 - 2. The number of employees choosing a specific day off allows the employer to continue its work efficiently and not incur overtime.
 - 3. For positions requiring backfill, the release from duty will not cause an increase in costs due to the need to provide coverage for the employee's absence.
- C. Personal leave may not be carried over from one fiscal year to the next.
- D. Personal leave is pro-rated for less than full-time employees.
- E. The pay for a full-time employee's personal leave day is for the number of hours the employee is scheduled to work on the date of absence.

- F. Upon request, an employee will be approved to use part or all of their personal leave day for:
1. The care of family members as required by the Family Care Act, WAC 296- 130;
 2. Leave as required by the Military Family Leave Act, RCW 49.77 and in accordance with Article 18.13; or
 3. Leave as required by the Domestic Violence Leave Act, RCW 49.76.
 4. Any remaining portions of personal leave day must be taken as one (1) absence, not to exceed the work shift on the day of the absence.

17.5 Military Leave

In accordance with applicable federal and state law, employees will be entitled to military leave with pay not to exceed twenty-one (21) working days during each year, beginning October 1 and ending the following September 30, in order to report for required military duty, when called, or to take part in training or drills including those in the National Guard or state active status.

17.6 Wildfire and Other Natural Disaster Leave

In the event a public official declares that a state of emergency exists in any area of the state of Washington, the University may grant up to twenty-four (24) hours of leave with pay per occurrence to employees who are experiencing extraordinary or severe impacts, such as displacement from their homes temporarily or permanently through evacuation or significant damage or loss.

The Employer may require verification of the extraordinary or severe impacts related to the use of leave with pay and may take into account emergency operations requirements and/or program and staffing replacement requirements in the approval and scheduling of leave under this subsection in order to allow for the provision of continued essential services to the public. Leave under this subsection must be used within three (3) months from the date of the declaration. If hours of leave with pay are approved, an employee is not required to use them consecutively, and the leave does not need to be taken in full day increments.

17.7 If voting by mail is determined by a court of competent jurisdiction to be illegal during the 2027-2029 biennium, the parties agree to reopen this article to discuss potential leave time for voting.

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17.78 The Employer will not be responsible for per diem, travel expenses or overtime under this Article.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

June 9, 2026

18.14 Domestic Violence Leave

In accordance with the Domestic Violence Leave Act, RCW 49.76, leave without pay, including intermittent leave, will be granted to an employee who is a victim of domestic violence, sexual assault, ~~or~~ stalking or a hate crime. Family members of a victim of domestic violence, sexual assault, ~~or~~ stalking or hate crime will be granted leave without pay to help the victim obtain treatment or seek help. Family member for the purpose of domestic violence leave includes child, spouse, state registered domestic partner as defined by RCW 26.60.020 and 26.60.030, parent, parent-in law, grandparent or a person the employee is dating. The Employer may require verification from the employee requesting leave.

Tentative Agreement reached on the 9th day of June, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

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CWU and WFSE Tentative Agreement

September 2, 2026

ARTICLE 19 - UNIFORMS, TOOLS AND EQUIPMENT

19.1 Uniforms

The Employer may require employees to wear uniforms. Where required, the Employer will determine and provide the uniform or an equivalent clothing allowance. The Employer will continue its current practices regarding the provision and maintenance of required uniforms and specialized clothing and footwear.

19.2 Tools and Equipment

As established by current practices, the Employer may determine and provide necessary tools, tool allowance, equipment and foul weather gear. The Employer will repair or replace employer-provided tools and equipment if damaged or worn out beyond usefulness in the normal course of business. Employees are accountable for equipment and/or tools assigned to them and will maintain them in a clean and serviceable condition.

19.3 The Employer will make a reasonable effort to provide prior notice to employees when assigning tasks that require clothing other than normal attire.

19.4 Personal Property Reimbursement

Employees may seek reimbursement, in accordance with RCW 4.92.100, for personal property unavoidably damaged or stolen in the proper performance of

their duties. Upon request, the Employer will provide the tort claim form to the employee. Employees will be granted work time to complete and submit the claim form.

- 19.5 Footwear and Clothing Allowance. The Employer will provide a ~~one hundred and seventy-five (\$175.00)~~ ~~five hundred (\$500)~~ ~~two-hundred~~ twenty-five (\$225) dollars footwear and/or clothing allowance each year of the Agreement to all permanent actively employed bargaining unit employees (including protected leave) for work related footwear and/or clothing. This shall be payable on the second (2nd) pay date in July.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
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Washington Federation of State Employees

CWU and WFSE Tentative Agreement
August 25, 2026

ARTICLE 20 – DRUG AND ALCOHOL-FREE WORKPLACE

- 20.1 All employees must report to work in a condition fit to perform their assigned duties unimpaired by alcohol or drugs. The Employer is required to comply with the Drug-Free Schools and Communities Act (DFSCA) and the Drug-Free Schools and Campuses Regulations in order to be eligible for federal funding.
- 20.2 Possession of Alcohol and Illegal Drugs
- Employees may not use, possess, distribute or manufacture alcohol or controlled substances that are illegal under federal, state or local law while on duty or on the Employer's property or during Employer sponsored events, except when authorized by Employer policy. The possession or use of illegal drugs is strictly prohibited.
- 20.3 Prescription and Over-the-Counter Medications
- Employees taking physician-prescribed or over-the-counter medications, if there is a substantial likelihood that such medication will affect job safety, must notify their supervisor or other designated official of the fact that they are taking a medication and the side effects of the medication.
- 20.4 Drug and Alcohol Testing – Safety-Sensitive Functions
- A. Employees required to have a Commercial Driver's License (CDL) are subject to pre-employment, post-accident, random and reasonable suspicion testing in accordance with the U.S. Department of Transportation rules, Coast Guard Regulations (46 CFR Part 16) or the Federal Omnibus Transportation Employee Testing Act of 1991. The testing will be conducted in accordance with current Employer policy.
- B. In addition, employees who perform other safety-sensitive functions are subject to pre-employment, post-accident, post-firearm shooting incidents and reasonable suspicion testing. The testing will be conducted in accordance with Employer policy. For the purposes of this Article, employees who perform other safety-sensitive functions are those positions where an employee is issued a firearm and those licensed health care professionals who administer or dispense medications as a part of their job duties.
- 20.5 Reasonable Suspicion Testing – All Employees Performing Safety-Sensitive Functions
- A. Reasonable suspicion testing for alcohol or controlled substances may be directed by the Employer for any employee performing safety-sensitive functions when there is reason to suspect that alcohol or controlled substance use may be adversely affecting the employee's job performance or that the employee may present a danger to the physical safety of the employee or another.

B. Specific objective grounds must be stated in writing that support the reasonable suspicion. Examples of specific objective grounds include but are not limited to:

1. Physical symptoms consistent with controlled substance and/or alcohol use;
2. Evidence or observation of controlled substance or alcohol use, possession, sale, or delivery; or
3. The occurrence of an accident(s) where a trained manager, supervisor or lead worker suspects controlled substance/alcohol use may have been a factor.

C. Referral

Referral for testing will be made on the basis of specific objective grounds documented by a supervisor or manager who has attended the training on detecting the signs/symptoms of being affected by controlled substances/alcohol and verified by another trained supervisor or manager.

20.6 Post-Accident Testing – All Employees

Post-accident drug and alcohol testing may be conducted by the Employer for any employee when a work-related incident has occurred involving death, serious bodily injury or significant property/environmental damage, or the potential for death, serious bodily injury, or significant property/environmental damage, and when the employee's action(s) or inaction(s) either contributed to the incident or cannot be completely discounted as a contributing factor. Referral for post-accident testing will be made in accordance with Subsection 20.5 C, above.

20.7 Testing

Employees must submit to alcohol and/or controlled substance testing when required by the Employer, in accordance with Sections 20.4, 20.5 and 20.6, above. A refusal to test is considered the same as a positive test. When an employee is referred for testing, they will be removed immediately from duty and transported to the collection site. The cost of testing, including the employee's salary, will be paid by the Employer.

Testing will be conducted in such a way to ensure maximum accuracy and reliability by using the techniques, chain of custody procedures, equipment and laboratory facilities, which have been approved by the U.S. Department of Health and Human Services. An employee notified of a positive controlled substance or alcohol test result may request an independent test of their split sample at the employee's expense. If the test result is negative, the Employer will reimburse the employee for the cost of the split sample test.

An employee who has a positive alcohol test and/or a positive controlled substance test may be subject to disciplinary action, up to and including dismissal, based on the incident that prompted the testing, including a violation of the drug and alcohol free work place rules.

20.8 Training

Training will be made available to managers, supervisors and shop stewards. Attendance at training will be considered time worked. The training will include:

- A. The elements of the Employer's Drug and Alcohol-Free Workplace Program;
- B. The effects of drugs and alcohol in the workplace;
- C. Behavioral symptoms of being affected by controlled substances and/or alcohol; and
- D. Rehabilitation services available.

Tentative Agreement reached on the 25th day of August, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 21 – Travel (Status Quo)

- 21.1 Employees required to travel in order to perform their duties will be reimbursed for any authorized travel expenses (e.g., mileage and/or per diem), in accordance with the regulations established by the Office of Financial Management and university policy.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

ARTICLE 22 - COMMUTE TRIP REDUCTION AND PARKING

- 22.1 The Employer will continue to encourage but not require employees to use alternate means of transportation to commute to and from work consistent with the Commute Trip Reduction (CTR) law and the needs of the Employer.
- 22.2 The Employer and the Union recognize the value of compressed workweeks, flextime arrangements and telecommuting/telework (see RCW 70.94.547, and Executive Order 16- 07).
- 22.3 ~~Bargaining unit members will be provided parking free of charge.~~ Employees will continue to be eligible to park in designated parking areas in accordance with Employer policies. The Employer may establish and charge parking fees, assess fines for violations of motor vehicle and parking regulations, order the removal of vehicles parked in violation of regulations at the expense of the violator. When the parking violation(s) has remained unpaid for sixty (60) days after their final appeal process has been denied, and in lieu of taking collection action, the Employer may withhold from the employee's wages the fees associated with the parking violation(s); provided that such withholdings will be lesser of the amount of the fees or fines owed or five (5%) percent of the employee's disposable earnings in a pay period. During the term of this Agreement, the Employer will maintain an option for free parking during working hours, and will permit free parking in its lots between 4:30 p.m. and 7:30 a.m. Monday through Friday, and on weekends and holidays, unless otherwise posted.
- ~~22.4~~—The Employer's parking rates for bargaining unit members will ~~not be charged parking rates~~ be as described below. During the term of this Agreement, the

Employer will not increase the amount charged to bargaining unit employees for parking fees beyond the rates described below without first complying with its bargaining obligations under Article 34.

22.4

	FY 7/1/2025 7 - 6/30/2026 8	FY 2023 - 7/1/2026 8 - 6/30/2027 9
	Staff/ Faculty	Staff Faculty
Calendar	\$ 260 <u>286</u>	\$286
Quarter	\$ 124 <u>136</u>	\$136
Summer	\$ 104 <u>115</u>	\$115
	Motorcycle	Motorcycle
Calendar	\$ 97 <u>107</u>	\$107
Quarter	\$ 33 <u>36</u>	\$36
	Weekly	Weekly
5 Days	\$ 24 <u>26</u>	\$26

	Aqua/Wellness	Aqua/Wellness
Quarter	\$ 24 <u>26</u>	\$26
	Daily	Daily
Daily	\$ 6 <u>7</u>	\$7

22.5 Qualified Pre-Tax Transportation Benefits Plan

The Employer agrees to maintain the current qualified pre-tax transportation benefits plan that allows eligible employees to pay for qualified parking and/or

|

public transit on a pre-tax basis to the extent permitted by federal law or regulation.

Tentative Agreement reached on the 2nd day of September, 2026, by:

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Joey Bryant

Joey Bryant
Director, Employee Services
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Linda Michaud Emin

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Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 23 – Licensure and Certification (Status Quo)

- 23.1 If the Employer requires an employee to obtain a license or certification after hire, or maintain a license or certification as a requirement of the employee's positions, the Employer will pay the cost of obtaining and/or maintaining that license or certification. For commercial driver's licenses required by law, the Employer will pay for the employee's legally required physical examination every two years. In order for the Employer to cover the cost of the legally required physical examination the employee will give the Employer one (1) week prior notice of the physical examination to facilitate payment. The employee will be financially responsible for any follow up examinations based on the initial visit. At its election, the Employer may pay the costs for employees to obtain and/or maintain a license or certification where that licensure/certification is requested by the employee and fills a business purpose for the Employer.
- 23.2 Employees will notify their appointing authority or designee if their work-related license and/or certification has expired, or has been restricted, revoked or suspended within twenty-four (24) hours of expiration, restriction, revocation or suspension, or prior to their next scheduled shift, whichever occurs first.

Tentative Agreement reached on the 2nd day of September, 2026, by:

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For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 24 – Volunteers and Student Workers (Status Quo)

- 24.1 The Employer will utilize volunteers and student workers only to the extent they supplement and do not supplant bargaining unit employees. Volunteers and student workers will not supervise bargaining unit employees.

Tentative Agreement reached on the 2nd day of September, 2026, by:

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For the Federation:



Joey Bryant
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Central Washington University



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CWU and WFSE Tentative Agreement

June 23, 2026

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Article 25 - Resignation and Abandonment

25.1 Voluntary Resignation

An employee may request that their submitted resignation be withdrawn any time prior to the effective date.

25.2 Unauthorized Absence/Abandonment

When an employee has been absent without authorized leave and has failed to contact the Employer for a period of three (3) consecutive days, the employee is presumed to have resigned from their position. The Employer will make reasonable attempts to contact the employee to determine the cause of the absence. Such reasonable attempts will include calling the employee at their contact phone number and any emergency contacts on file with the Employer.

25.3 Notice of Separation

When an employee's resignation is presumed in accordance with Section 25.2 above, the Employer will separate the employee by sending a separation notice to the employee by certified mail to the last known address of the employee, and by email to their University and personal accounts, if personal email has been provided. Such notice will include information regarding eligibility for continuation of medical benefits.

25.4 Petition for Reinstatement

An employee who has received a separation notice in accordance with Section 25.3, above, may petition the Employer in writing to consider reinstatement. The employee must provide proof that the absence was involuntary or unavoidable. The petition must be received by the Employer or postmarked within seven (7) calendar days after the separation notice was deposited in the United States mail.

25.5 Grievability

Denial of a petition for reinstatement is grievable. The grievance may not be based on information other than that shared with the Employer at the time of the petition for reinstatement.

Tentative Agreement reached on the 23rd day of June, 2026, by:

For the University:

For the Federation:

Joey Bryant

Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin

Linda Emin
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Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 26 – Privacy and Off-Duty Conduct (Status Quo)

- 26.1 Employees have the right to confidentiality related to personal information and personnel issues to the extent provided/allowed by law. The Employer, the Union and the employees will take appropriate steps to maintain such confidentiality.
- 26.2 The off-duty activities of an employee may be grounds for disciplinary action if said activities are a conflict of interest as set forth in RCW 42.52, are detrimental to the employee's work performance or the program of the Employer, or otherwise constitutes just cause. An employee will report all arrests and any court-imposed sanctions or conditions that affect their ability to perform assigned duties to Human Resources or the appointing authority within twenty-four (24) hours or prior to their scheduled work shift, whichever occurs first.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:

Joey Bryant

Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin

Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 27 – Discipline (Status Quo)

- 27.1 The Employer will not discipline any permanent employee without just cause.
- 27.2 Discipline includes oral and written reprimands, reductions in pay, suspensions, demotions, and discharges. Oral reprimands will be identified as such.
- 27.3 When disciplining an employee, the Employer will make a reasonable effort to protect the privacy of the employee.
- 27.4 The Employer has the authority to conduct investigations. 27.5
- A. Upon request, an employee has the right to a union representative at an investigatory interview called by the Employer, if the employee reasonably believes discipline could result. An employee may also have a union representative at a pre-disciplinary meeting. If the requested representative is not reasonably available, the employee will select another representative who is available. An employee seeking representation is responsible for contacting their representative.
- B. The role of the union representative in regard to Employer-initiated investigations is to provide assistance and counsel to the employee and not interfere with the Employer's right to conduct the investigation. Every effort will be made to cooperate in the investigation.
- 27.6 An employee placed on an alternate assignment during an investigation will not be prohibited from contacting their union steward unless there is a conflict of interest, in which case the employee may contact another union steward. This does not preclude the Employer from restricting an employee's access to the

Employer's premises.

- 27.7 Prior to imposing discipline, except oral or written reprimands, the Employer will inform the employee and the union staff representative in writing of the reasons for the contemplated discipline and an explanation of the evidence, copies of written documents relied upon to take the action and the opportunity to view other evidence, if any. This information will be sent to the union staff representative on the same day it is provided to the employee. The employee will be provided an opportunity to respond either at a meeting scheduled by the Employer, or in writing if the employee prefers. A pre-disciplinary meeting with the Employer will be considered time worked.
- 27.8 The Employer will provide an employee with fifteen (15) calendar days' written notice prior to the effective date of a reduction in pay or demotion.
- 27.9 The Employer will normally provide an employee with seven (7) calendar days' written notice prior to the effective date of a discharge. If the Employer fails to provide seven (7) calendar days' notice, the discharge will stand, and the employee will be entitled to payment of salary for time the employee would otherwise have been scheduled to work had seven (7) calendar days' notice been given.

However, the Employer may discharge an employee immediately without pay in lieu of the seven (7) calendar days' notice period if, in the Employer's determination, the continued employment of the employee during the notice period would jeopardize the good of the Employer. The Employer will provide the reasons for immediate action is necessary in the written notice.

- 27.10 The Employer will provide the Union with a copy of any disciplinary letters.
- 27.11 The Employer has the authority to impose discipline, which is then subject to the grievance procedure set forth in Article 28. Oral reprimands, however, may be processed only through the top internal step of the grievance procedure and cannot be arbitrated.

CWU AND WFSE TENTATIVE AGREEMENT

JULY 10, 2026

ARTICLE 28 - GRIEVANCE PROCEDURE

28.1 The Union and the Employer agree that it is in their best interest to resolve disputes at the earliest opportunity and at the lowest level. Whenever possible, disputes should be resolved informally prior to filing a formal written grievance. To that end, all supervisors and employees are encouraged to engage in free and open discussions about disputes.

28.2 Terms and Requirements

A. Grievance Definition

A grievance is an allegation by an employee or a group of employees that there has been a violation, misapplication, or misinterpretation of this Agreement, which occurred during the term of this Agreement. Disciplinary action may be grieved, subject to the provisions of Section 27.11, Article 27, Discipline. The term “grievant” as used in this Article includes the term “grievants.”

B. Filing a Grievance

Grievances may be filed by the Union on behalf of an employee or on behalf of a group of employees. The grievance will state the name of the employee or the names of the group of employees. The Union, as exclusive representative, is considered the only representative of the employee in grievance matters and has the right in a grievance to designate the person who will represent the employee on behalf of the Union.

C. Computation of Time

Days are calendar days, and will be counted by excluding the first day and

including the last day of timelines. When the last day falls on a Saturday, Sunday or holiday, the last day will be the next day which is not a Saturday, Sunday or holiday. Transmittal of grievances, appeals and responses will be in writing, and timelines will apply to the date of receipt, not the date of postmarking.

D. Failure to Meet Timelines

The time limits in this Article must be strictly adhered to unless mutually modified in writing. Failure by the Union to comply with the timelines will result in the automatic withdrawal of the grievance. Failure by the Employer to comply with the timelines will entitle the Union to move the grievance to the next step of the procedure.

E. Contents

The written grievance must include the following information or it will not be processed:

1. The date of the occurrence giving rise to the grievance or the date the grievant knew or could reasonably have known of the occurrence;
2. The nature of the grievance;
3. The facts upon which it is based;
4. The specific article and section of the Agreement violated;
5. The specific remedy requested;
6. The steps taken to informally resolve the grievance; and

61 7. The name and signature of the Union representative.

62 F. Modifications

63 No newly alleged violations may be made after the initial written grievance
64 is filed, except by written mutual agreement.

65 G. Resolution

66 If the Employer provides the requested remedy or a mutually agreed-
67 upon alternative, the grievance will be considered resolved and may not
68 be moved to the next step.

69
70 H. Withdrawal

71 A grievance may be withdrawn at any time.

72
73 I. Resubmission

74 If terminated, resolved or withdrawn, a grievance cannot be resubmitted.

75 J. Pay

76 Paid release time will be provided to employees, grievants and union
77 stewards in accordance with Article 37, Union Activities.

78
79 K. Group Grievances

80 No more than five (5) grievants with no more than three (3) grievants
81 from a work unit will be permitted to attend grievance meetings.

82 L. Consolidation

83 Grievances arising out of the same set of facts may be consolidated by
84 written agreement.

85
86 M. Bypass

87 Any of the steps in this procedure may be bypassed with mutual written
88 consent of the parties involved at the time the bypass is sought.

89

N. Discipline

Disciplinary grievances will be initiated at the level at which the disputed action was taken.

O. Grievance Files

Written grievances and responses will be maintained separately from the employee's personnel file.

28.3 Filing and Processing

A. Filing

A grievance must be filed within twenty-one (21) days of the occurrence giving rise to the grievance, or the date the grievant knew or could reasonably have known of the occurrence.

The twenty-one (21) day period above should be used to attempt to informally resolve the dispute. The union steward or staff representative will indicate when a discussion with the Employer is an attempt to informally resolve a dispute.

B. Alternative Resolution Methods

Any time during the grievance process, by mutual consent, the parties may use alternative methods to resolve the dispute. If the parties agree to use alternative methods, the time frames in this Article are suspended. If the selected alternative method does not result in a resolution, the Union may return to the grievance process and the time frames resume. Any expenses and fees of alternative methods will be shared equally by the parties.

C. Processing

The Union and the Employer agree that in-person meetings are preferred at all steps of the grievance process and will make efforts to schedule in-

person meetings, if possible.

Step 1: Appointing Authority or Designee

If the issue is not resolved informally, the Union may file a written grievance to the appointing authority or designee, with a copy to Human Resources, within the twenty-one

(21) day period described in 28.3A. The appointing authority or designee who will meet in person or confer by telephone with a union steward and/or staff representative and the grievant within fourteen (14) days of receipt of the grievance and will respond in writing to the Union within fourteen (14) days after the meeting.

Step 2: Chief Human Resources Officer or Designee

If the grievance is not resolved at Step 1, the Union may move it to Step 2 by filing the written grievance, including a copy of the Step 1 decision, with the Human Resources Office within fourteen (14) days of the Union's receipt of the Step 1 decision. The Chief Human Resources Officer will designate who will hear the grievance at Step 2. The designee will meet in person or confer by telephone with a union steward or staff representative and the grievant within fourteen (14) days of receipt of the appeal and will respond in writing to the Union within fourteen (14) days after the meeting.

Step 3: Mediation

If the grievance is not resolved at the final internal step, the Union will file a request for mediation with the Public Employment Relations Commission (PERC) in accordance with WAC 391-55-020, with a copy to Human Resources within thirty (30) days of receipt of the final internal step decision. In addition to all other filing requirements, the request must include a copy of the grievance and all previous responses.

Step 4: Arbitration

If the grievance is not resolved at mediation, the Union may file a demand for

150 arbitration. The demand to arbitrate the dispute must be filed with the American
151 Arbitration Association (AAA) or PERC within thirty (30) days of receiving
152 the mediator's written declaration of impasse. The filing will request a list of
153 seven (7) arbitrators from Washington and/or Oregon. Simultaneous with filing,
154 copies of the demand for arbitration will be provided to Human Resources.
155

156 A. Selecting an Arbitrator

157 The parties will select an arbitrator by mutual agreement or by
158 alternately striking names supplied by the AAA or PERC and will
159 follow the Labor Arbitration Rules of the AAA unless they agree
160 otherwise in writing.
161

162 B. Authority of the Arbitrator

163
164 1. The arbitrator will:

- 165
166 a. Have no authority to rule contrary to, add to,
167 subtract from, or modify any of the provisions of this
168 Agreement;
169
170 b. Be limited in their decision to the grievance issue(s) set
171 forth in the original written grievance unless the parties
172 agree to modify it;
173
174 c. Not make any award that provides an employee with
175 compensation greater than would have resulted had there
176 been no violation of this Agreement;
177
178 d. Not have the authority to order the Employer to modify
179 staffing levels or to direct staff to work overtime.

180 2. The arbitrator will hear arguments on and decide issues of

181 arbitrability before the first day of arbitration at a time
182 convenient for the parties, immediately prior to hearing the case
183 on its merits, or as part of the entire hearing and decision-making
184 process. If the issue of arbitrability is argued prior to the first
185 day of arbitration, it may be argued in writing or by telephone at
186 the discretion of the arbitrator. Although the decision may be
187 made orally, it will be put in writing and provided to the parties.
188

- 189 3. The decision of the arbitrator will be final and binding upon the
190 Union, the Employer and the grievant.
191

192 C. Arbitration Costs
193

- 194 1. ~~Any The~~ expenses and fees of the arbitrator, and ~~/or any the~~ cost
195 ~~(if any)~~ of the hearing room(s), will be shared equally by the
196 parties.
197
- 198 2. If the arbitration hearing is postponed or canceled because of one
199 party, that party will bear the cost of the postponement or
200 cancellation. The costs of any mutually agreed upon
201 postponements or cancellations will be shared equally by the
202 parties.
203
- 204 3. If either party desires a record of the arbitration, a court reporter
205 may be used. The requesting party will pay the cost of the court
206 reporter. If that party purchases a transcript, a copy will be
207 provided to the arbitrator free of charge. If the other party desires
208 a copy of the transcript, it will pay for half of the costs of the fee
209 for the court reporter, the original transcript and a copy.
210
- 211 4. Each party is responsible for the costs of its attorneys,

representatives, witnesses, travel expenses, and any fees. Every effort will be made to avoid the presentation of repetitive witnesses. The Union is responsible for paying any travel or per diem expenses for its witnesses, the grievant and the union steward.

5. If, after the arbitrator issues their award, either party files a motion with the arbitrator for reconsideration, the moving party will bear the expenses of the arbitrator.

28.4 Successor Clause

Grievances filed during the term of the 2019-2021 Agreement will be processed to completion in accordance with the provisions of the 2019-2021 Agreement.

Tentative Agreement reached on the 10th day of July, 2026, by:

For the University:

For the Federation:

Joey Bryant

Linda Michaud Emin

Joey Bryant
Director, Employee Services
Central Washington University

Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 29 – Legal Defense (Status Quo)

- 29.1 If a bargaining unit employee becomes a defendant in a civil liability suit arising out of actions taken or not taken in the course of their employment for the State, the employee has the right to request representation and indemnification through the Employer according to RCW 4.92.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 30 – Employee Files (Status Quo)

- 30.1 The Employer will maintain one (1) official personnel file for each employee. Human Resources will maintain the personnel file. This will not preclude the maintenance of all lawful files and records as needed by the Employer. Additional employee files may include supervisory files, attendance files, payroll files, and medical files. All references to “supervisory file” in this Agreement refer to a file kept by the employee’s first-line supervisor.
- 30.2 Each employee has the right to review their personnel file, supervisory file, attendance file, payroll file and medical file. The Employer will determine the location of all employee files. An employee may arrange to examine their own employee files on work time with supervisor approval. Written authorization from the employee is required before any representative of the employee will be granted access to employee files. Review of employee files will be in the presence of an Employer representative during business hours. The employee and/or representative may not remove any contents. The Employer may charge a reasonable fee for copying any materials beyond the first copy requested by the employee or their representative.
- 30.3 An employee may insert a reasonable amount of job-related material in their personnel file that reflects favorably on their job performance. An employee may provide a written rebuttal to any information in the files that they consider objectionable.
- 30.4 Adverse material or information related to alleged misconduct that is determined to be false, and all such information in situations where the employee has been fully exonerated of wrongdoing, will be promptly removed from the employee’s files. The Employer may retain this information in a legal defense file in accordance with RCW 41.06.450.
- 30.5 When documents in an employee file are the subject of a public disclosure request under RCW 42.56, the Employer will provide the employee with a copy of the request at least seven (7) calendar days in advance of the intended release date.
- 30.6 Employees will be provided ~~with~~ a copy of all adverse material at the time the materials are included in the personnel file.
- 30.7 Information in employee files will be retained only as long as it has a reasonable bearing on the employee’s job performance or upon the efficient and effective management of the Employer.
- 30.8 Anonymous material, not otherwise substantiated, will not be placed in an employee file. No material will be entered into the personnel file more than one (1) year after its creation.
- 30.9 The Employer will ensure the security and confidentiality of employee files.

- 30.10 Medical files will be kept separate and confidential in accordance with state and federal law.
- 30.11 Supervisory files will be purged of the previous year's job performance information following completion of the annual performance evaluation, unless circumstances warrant otherwise. Items not purged following completion of the annual evaluation will be identified and communicated to the employee.
- 30.12 Removal of Documents
- A. Written reprimands will be removed from an employee's personnel file after three (3) years if:
1. There has been no subsequent discipline; and
 2. The employee submits a written request for its removal.
- B. Records of disciplinary actions involving reductions in pay, suspensions or demotions, and written reprimands not removed after three (3) years will be removed after five (5) years if:
1. Circumstances do not warrant a longer retention period;
 2. There has been no subsequent discipline; and
 3. The employee submits a written request for its removal.
- C. Nothing in this Section will prevent the Employer from agreeing to an earlier removal date, unless to do so would violate RCW 41.06.450.
- D. Once a discipline issue has been removed from the personnel file as outline above or through a settlement agreement, the information removed will not be used in subsequent disciplinary actions.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 31 – Reasonable Accommodation (Status Quo)

- 31.1 The Employer and the Union will comply with all relevant federal and state laws, and regulations providing reasonable accommodation to qualified individuals with disabilities. The Employer will maintain written procedures for reasonable accommodation for qualified individuals with disabilities. Upon request, the Human Resources Office will make the reasonable accommodation written procedures available to an employee.
- 31.2 An employee who believes that they suffer from a disability and requires a reasonable accommodation to perform the essential functions of their position may request such an accommodation by submitting a request to the Employer.
- 31.3 Employees requesting accommodation must cooperate with the Employer in discussing the need for and possible form of any accommodation. The Employer may require supporting medical documentation and may require the employee to obtain a second medical opinion at Employer expense. Medical information disclosed to the Employer will be kept confidential.
- 31.4 The Employer and the employee will use an interactive process to determine whether an employee is eligible for a reasonable accommodation and the accommodation to be provided.
- 31.5 An employee with permanent status may be separated from service when the Employer determines that the employee is unable to perform the essential functions of the employee's position due to a mental, sensory, or physical disability, which cannot be reasonably accommodated. Determinations of disability may be made by the Employer based on an employee's written request for disability separation or after obtaining a written statement from a licensed physician or licensed mental health professional. The Employer can require an employee to obtain a medical examination, at Employer expense, from a licensed physician or licensed mental health professional of the Employer's choice. Evidence may be requested from the licensed physician or licensed mental health professional regarding the employee's limitations.
- 31.6 When the Employer has medical documentation of the employee's disability and has determined that the employee cannot be reasonably accommodated in any available position for which they qualify, or the employee requests separation due to disability, the Employer may immediately separate the employee.

- 31.7 The Employer will inform the employee in writing of the option to apply to return to employment prior to their separation due to disability. The Employer will provide assistance to individuals seeking reemployment under this Article for two (2) years. If reemployed, upon successful completion of the employee's probationary period, the time between separation and reemployment will be treated as leave without pay and will not be considered a break in service.
- 31.8 A disability separation is not a disciplinary action. Disability separation at the employee's request is not subject to the grievance procedure in Article 28.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:

Joey Bryant

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CWU AND WFSE TENTATIVE AGREEMENT

JUNE 23, 2026

ARTICLE 32 - LAYOFF AND RECALL

32.1 The Employer will determine the basis for, extent, effective date and the length of layoffs in accordance with the provisions of this Article. A layoff is an Employer-initiated action that results in separation from service, employment in a class with a lower salary range maximum, reduction in the work year, or reduction in the number of work hours.

When it is determined that layoffs, other than a temporary layoff, will occur within a layoff unit, the Employer will provide the Union, the Chief Shop Steward and the local WFSE Staff Representative with:

- A. As much advance notice as possible, but not less than thirty (30) calendar days' notice;
- B. Opportunity to meet with affected employees prior to the implementation of the layoff; and
- C. An invitation to meet under the provisions of Article 35, Union-Management Communication Committee, of this Agreement.

The Employer will explore options including reduction of hourly employees.

32.2 Basis for Layoff

- A. The reasons for layoffs include, but are not limited to, the following:

1. Lack of funds;
2. Lack of work; or
3. Organizational change.

B. Examples of layoff actions due to lack of work include, but are not limited to:

1. Termination of a project or special employment;
2. Availability of fewer positions than there are employees entitled to such positions;
3. Employee's ineligibility to continue in a position following its reallocation to a class with a higher salary maximum; or
4. Employee's ineligibility to continue, or choice not to continue, in a position following its reallocation to a class with a lower salary range maximum.

32.3 Voluntary Layoff, Leave of Absence or Reduction in Hours

An employee may volunteer to be laid off, take an unpaid leave of absence or reduce their hours of work in order to reduce layoffs. If it is necessary to limit the number of employees on unpaid leave at the same time, the Employer will determine who will be granted a leave of absence and/or reduction in hours based upon staffing needs. Employees who volunteer to be laid off may request to have their names placed on the appropriate layoff list for the job classifications in which they held permanent status.

32.4 Probationary Employees

Employees with permanent status will not be separated from state service through a layoff action without first being offered positions they have the skills and abilities to perform within their current job classification within the layoff unit currently held by probationary employees. Probationary employees will be separated from employment before permanent employees.

32.5 Temporary Layoff – Employer Option

The Employer may temporarily reduce the work hours of an employee to no less than twenty (20) hours per week due to an unanticipated loss of funding, revenue shortfall, lack of work, shortage of material or equipment, or other unexpected or unusual reasons. Employees will normally receive ~~fifteen (15) seven (7)~~ calendar days' notice of a temporary reduction of work hours.

The Employer may temporarily layoff an employee for up to ninety (90) calendar days due to an unanticipated loss of funding, revenue shortfall, lack of work, shortage of material or equipment, or other unexpected or unusual reasons. Employees will normally receive ~~fifteen (15) seven (7)~~ calendar days' notice of a temporary layoff. The notification will specify the nature and duration of the temporary layoff.

C. An employee who is temporarily laid off will not be entitled to:

1. Be paid any leave balance; except, if the layoff is not due to loss of funding or revenue shortfall, upon request, an employee will be paid for accrued vacation leave up to the equivalent of their regular work schedule for the duration of the layoff;
2. Bump to any other position; or
3. Be placed on a layoff register.

A temporary reduction of work hours or a temporary layoff will not affect an employee's period increment date or seniority date and the employee will accrue vacation and sick leave credit at their normal rate.

~~In the event of a temporary reduction of work hours, and in advance to the extent possible, the Employer will take the steps necessary to ensure that it is a participant in the Washington State Employment Security Department's Shared Work Program, allowing impacted, eligible employees to access unemployment compensation for hours lost as a result of the reduction.~~

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32.6 Layoff Units

A layoff unit is defined as the entity or administrative/organizational unit within the Employer used for determining the available options for employees who are being laid off.

The layoff unit(s) for Central Washington University are Grant, Contractual and Project employment.

1. All other non-supervisory WFSE classified.

NOTE: Positions with multiple funding sources will be placed in the "all other" layoff unit.

32.7 Skills and Abilities

Skills and abilities are documented criteria found in license/certification requirements, federal and/or state requirements, position descriptions, bona fide occupational qualifications approved by the Human Rights Commission, recruitment announcements or other Employer documents that reference position requirements. Skills and abilities for any option(s) in 32.8 and 32.9 must have been identified at least thirty (30) calendar days prior to the layoff.

32.8 Options within the Layoff Unit

Employees will be laid off in accordance with seniority, as defined in Article 36, Seniority. The Employer will determine if the employee possesses the required skills and abilities for the position and the comparability of the position. The Employer may require updated information from the employee regarding their current skills and abilities. Employees being laid off will be provided one (1) option within the layoff unit:

1. A funded vacant position for which the employee has the skills

and abilities, within their current job classification.

2. A funded filled position held by the least senior employee for which the employee has the skills and abilities, within their current job classification.

3. A funded vacant position for which the employee has the skills and abilities, at the same or lower salary range as their current permanent position, within a job classification in which the employee has held permanent status.

4. A funded filled position held by the least senior employee for which the employee has the skills and abilities, at the same or lower salary range as their current permanent position, within a job classification in which the employee has held permanent status.

The option will be determined, as specified above, in descending order of salary range and one (1) progressively lower level at a time.

If a job classification in which an employee has previously held status has been abolished or revised, a crosswalk to the class series will be used to identify any layoff options.

An employee in a position that is reduced in work year or work hours will have the choice of staying in the reduced position.

32.9 Institution-wide Options

In addition to the option offered in Section 32.8, above, employees being laid off will be offered up to three (3) comparable funded vacant positions within the Employer in the layoff units listed, provided they meet the skills and abilities required of the position(s) and the positions offered are at the same or lower salary range as the position from which the employee is

currently being laid off. If there are no comparable vacant positions, the Employer will offer less than comparable funded vacant positions. The Employer will determine if the employee possesses the required skills and abilities for the position. Provided the employee meets the skills and abilities required for the position and is at the same or lower salary range as the position from which the employee is currently being laid off, the Employer may offer employees being laid off a funded vacant position within the Employer that is outside positions covered by the master agreement. The Employer may require updated information from the employee regarding their current skills and abilities.

32.10 Notification to Permanent Employees

Except for temporary reduction in work hours and temporary layoffs as provided in Section

32.5, permanent employees will receive written notice at least ~~thirty (30)~~ ~~twenty~~

~~(20)~~ calendar days before the effective layoff date. The notice will include:

1. The basis for the layoff;
2. The employee's layoff option(s) including any requirement for the employee to serve a transition review period;
3. The specific layoff lists for which the employee is entitled to placement; and
4. The date by when an employee must select a layoff option and the employee's right to grieve the layoff.

The Union will be provided with a copy of the notice.

Except for temporary reduction in work hours and temporary layoffs as provided in Section

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32.5, if the Employer chooses to implement a layoff action without providing ~~thirty (30)~~~~twenty~~
(20) calendar days' notice, the employee will be paid their salary for the days that they would
have worked had full notice been given.

Employees will be provided up to ~~seven (7)~~~~five (5)~~ calendar days to accept or decline, in
writing, any option provided to them. This time period will run concurrent with the twenty (20)
calendar days' notice provided by the Employer to the employee.

Days are calendar days, and will be counted by excluding the first day and including the last day
of timelines. When the last day falls on a Saturday, Sunday or holiday, the last day will be the
next day which is not a Saturday, Sunday or holiday.

Salary Employees appointed to a position as a result of a layoff action will have their
salary determined as follows:

Current Salary Level

An employee who accepts another position with their current salary range will retain their
current salary.

Lower Salary Level

An employee who accepts another position with a lower salary range will be paid an amount
equal to their current salary, provided it is within the salary range of the new position. In those
cases where the employee's current salary exceeds the maximum amount of the salary range
for the new position, the employee will be compensated at the maximum salary of the new
salary range.

Appointment from a Layoff List

Employees who are appointed from a layoff list to a position with the same salary range from
which they were laid off will be paid the amount for which they were compensated when laid

off plus any across the board adjustments, including salary survey adjustments and or any periodic increment date increases which occurred during the time they were laid off.

Employees who are appointed from a layoff list to a position with a lower salary range than the position from which they were laid off will be paid an amount equal to the salary they were receiving at the time they were laid off, provided it is within the salary range of the new position. In those cases where the employee's prior salary exceeds the maximum amount of the salary range for the new position, the employee will be compensated at the maximum salary of the new salary range.

32.11 Transition Review Period

The Employer will require an employee to complete a six (6) month transition review period when the employee accepts a layoff option to a job classification in which they have not held permanent status or has been appointed from a layoff list. The Employer may extend the transition review period for an individual employee as long as the extension does not cause the total period to exceed twelve (12) months. If the Employer extends an individual's transition review period, it must provide to the employee, in writing, the reasons for the extension.

The Employer will have the authority to shorten an employee's transition review period. Employees will receive a permanent appointment to the position upon successful completion of the transition review period.

The Employer may separate an employee or an employee may voluntarily separate during the transition review period. Upon separation, and at the employee's request, the employee's name will be placed on or returned to the appropriate layoff list. The employee will remain on the list until such time as their eligibility expires or they have been rehired. Separation during the transition review period will be subject to the grievance procedure in Article 28, up to the top internal step.

32.12 Recall

The Employer will maintain a layoff list for each job classification. Permanent employees who are laid off may have their names placed on the layoff list for the job classification from which they were laid off or bumped. Additionally, employees may request to have their names placed on the appropriate layoff list for other job classifications in which they have held permanent status, provided they were not demoted for cause from the classification in the last six (6) years. An employee's name will remain on the layoff list for three (3) years from the effective date of their layoff or until they resign or retire from employment with the Employer. An employee will also be removed from the layoff list once they accept the Employer's offer of employment within the same job classification from which they were laid off. When a vacancy occurs within the Employer and where there are names on a layoff list, the Employer will consider all of the laid-off employees in accordance with Article 4, Hiring and Appointments, who have the skills and abilities to perform the duties of the position to be filled.

An employee who is offered a comparable position and refuses the offer will have their name removed from the appropriate layoff list after three (3) refusals. In addition, an employee will have their name removed from all layoff lists upon retirement, resignation or dismissal from the Employer.

32.13 Project Employment

Permanent project employees have layoff rights. Options will be determined using the procedure outlined in Sections 32.8 and 32.9, above.

Permanent employees who left regular classified positions to accept project employment without a break in service have layoff rights to the permanent job classification in which they held permanent classified status immediately prior to accepting project employment.

32.15 Resources and Support

In the event of any form of reduction in work hours or layoff, and in advance to the extent possible, the Employer will ensure that any employee who may be impacted is provided with a list of resources developed in collaboration with the Union. In addition, the Employer will provide support to impacted employees, including but not limited to, assistance navigating the

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layoff process, addressing benefit, leave, and payroll-related questions, providing access to all available layoff lists the employee qualifies for and identifying available resources for out of state employees.

Tentative Agreement reached on the 23rd day of June, 2026, by:

For the University: For the Federation:

Joey Bryant
Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin
Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 33 – Management Rights (Status Quo)

- 33.1 Except as modified by this Agreement, the Employer retains all rights of management, which, in addition to all powers, duties and rights established by constitutional provision or statute, will include but not be limited to, the right to:
- A. Determine the Employer's functions, programs, organizational structure and use of technology;
 - B. Determine the Employer's budget and size of the institution of higher education's workforce and the financial basis for layoffs;
 - C. Direct and supervise employees;
 - D. Take all necessary actions to carry out the mission of the State and its institutions during emergencies;
 - E. Determine the Employer's mission and strategic plans;
 - F. Develop, enforce, modify or terminate any policy, procedure, manual or work method associated with the operations of the Employer;
 - G. Determine or consolidate the location of operations, offices, work sites, including permanently or temporarily moving operations in whole or part to other locations;
 - H. Establish or modify the workweek, daily work shift, hours of work and days off;
 - I. Establish work performance standards, which include, but are not limited to the priority, quality and quantity of work;
 - J. Establish, allocate, reallocate or abolish positions and determine the skills and abilities necessary to perform the duties of such positions;
 - K. Select, hire, assign, reassign, evaluate, retain, promote, demote, transfer and temporarily or permanently lay off employees;
 - L. Determine, prioritize and assign work to be performed;
 - M. Determine the need for and the method of scheduling, assigning, authorizing and approving overtime;
 - N. Determine training needs, methods of training, and employees to be trained;

O. Determine the reasons for and methods by which employees will be laid off; and

P. Suspend, demote, reduce pay, discharge and/or take other disciplinary actions.

33.2 The Employer has the right to exercise all of the above rights and the lawful rights, prerogatives and functions of management. The Employer's non-exercise of any right, prerogative or function will not be deemed a waiver of such right or establishment of a practice.

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ARTICLE 34 - MANDATORY SUBJECTS

- 34.1 The Employer will satisfy its collective bargaining obligation before changing a matter that is a mandatory subject. The Employer will notify the Executive Director and the Labor Advocate of the Union, with copies to MandatoryNotice@wfse.org and the Chief Union Steward, of these changes.

The Union may request discussions about and/or negotiations on the impact of these changes on employee's working conditions. The Union will notify the Employer's Chief Human Resources Officer or designee of any demands to bargain. The Union's request for bargaining will include known identified impacts for bargaining. If the Union requests additional information, they will do so per Article 37.12. In the event the Union does not request discussions and/or negotiations within ~~twenty-one (21)~~fourteen (14) calendar days for matters relating to contracting out pursuant to Article 45, Contracting, and within twenty-one (21) calendar days for all other matters, the Employer may implement the changes without further discussions and/or negotiations. The timeframe for filing a demand to bargain will begin after the Employer has provided written notice to the Union. There may be emergency or mandated conditions that are outside of the Employer's control requiring immediate implementation, in which case the Employer will notify the Union without delay.

- 34.2 The parties will agree to the location and time for the discussions and/or negotiations and will attempt to schedule the negotiations as soon as possible. Each party is responsible for choosing its own representatives for these activities. The Union will provide the Employer with the names of its employee representatives at least fourteen (14) calendar days in advance of the meeting date unless the meeting is scheduled sooner, in which case the Union will notify the Employer as soon as possible.

34.3 Release Time

- A. The Employer will approve paid release time for up to three (3) employee representatives from different shops who are scheduled to work during the time negotiations are being conducted. The Employer will approve compensatory time, vacation leave or leave without pay for additional employee representatives provided the absence of the employee will not interfere with the operating needs of the Employer.
- B. No overtime or compensatory time will be incurred as a result of negotiations and/or preparation for negotiations.

- C. The Union is responsible for paying any travel or per diem of employee representatives. Employee representatives may not use a state vehicle to travel to and from a bargaining session, unless authorized by the Employer for business purposes.

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Article 35 – Union-Management Communication Committee (Status Quo)

35.1 Purpose

The Employer and the Union endorse the goal of a constructive and cooperative relationship. To promote and foster such a relationship, a Union-Management Communication Committee is established. Ad hoc committees may be established by mutual agreement. The purpose of the committee(s) is to provide communication between the parties, to share information, to address concerns and to promote constructive union-management relations.

35.2 Committees

Either party may propose items for discussion on topics which may include, but are not limited to: administration of the Agreement, changes to applicable law, legislative updates, resolving workplace problems and/or organizational change.

The committee(s) will meet, discuss and exchange information of a group nature and general interest to both parties.

A. Composition

The Employer and Union will be responsible for the selection of their own representatives. The committee(s) will consist of up to six (6) employer representatives and up to six (6) employee representatives. If agreed to by both parties, additional representatives may be added.

B. Participation

1. The Union will provide the Employer with the names of their committee members at least ten (10) calendar days in advance of the date of the meeting in order to facilitate the release of employees. The Employer will release employee representatives to attend committee meetings if their absences do not cause a disruption of work.
2. Employees attending pre-meetings during their work time will have no loss in pay for up to thirty (30) minutes per committee meeting. Attendance at pre-meetings during the employee's non-work time will not be compensated for nor be considered as time worked.
3. Employees attending committee meetings during their work time will have no loss in pay. Attendance at meetings during employees' non-work time will not be compensated for nor be considered as time worked.

4. The Union is responsible for paying any travel or per diem expenses of employee representatives.

C. Meetings

All committee meetings will be regularly scheduled on mutually acceptable dates and times. Agenda items will be exchanged prior to the meeting date. Each party may keep written records of meetings. If the topics discussed require follow-up by either party, it will be documented, and communication will be provided by the responsible party.

D. Scope of Authority

Committee meetings will be used for communications between the parties, to share information and to address concerns. The committee will have no authority to conduct any negotiations or modify any provision of this Agreement. If the parties agree to a resolution to a problem, the parties are authorized, but not required, to document that mutual understanding. The committee's activities and discussions will not be subject to the grievance procedure in Article 28.

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September 2, 2026

Article 36 – Seniority (Status Quo)

36.1 Definition

- A. Seniority for classified employees will be defined as the employee's length of unbroken classified service.
- B. Adjustments

Leave without pay of eighty (80) hours or less in the calendar month will not affect an employee's seniority. When an employee is on leave without pay for more than eighty (80) hours in a calendar month the employee's seniority date will be moved forward in an amount equal to the duration of leave without pay except when the leave without pay is taken for:

 - 1. Cyclic employment leave;
 - 2. Military leave or United States Public Health Service;
 - 3. Compensable work-related injury or illness;
 - 4. Reducing the effects of layoff;
 - 5. Governmental service leave and leave to enter the Peace Corps, not to exceed two (2) years and three (3) months;
 - 6. Temporary employment with the Union in accordance with Article 37.9 and 37.11; and/or
 - 7. Formal contract negotiations in accordance with RCW 41.80.
- C. Time spent on a temporary layoff or when an employee's work hours are reduced in accordance with Section 32.5 of Article 32, Layoff and Recall, will not be deducted from the calculation of seniority.
- D. Employees who are separated from state service due to layoff and are reemployed within two (2) years of their separation date will not be considered to have a break in service. The time the employee is on the layoff list will be treated as leave without pay.

- E. For the purposes of layoffs, a maximum of five (5) years' credit will be added to the seniority of permanent employees who are veterans or to their unmarried widows or widowers, as provided for in RCW 41.06.133 (13).
- F. For employees who are separated due to disability and are reemployed within two (2) years, in accordance with Article 31, Reasonable Accommodation and Disability Separation, the time between separation and reemployment will be treated as leave without pay and will not be considered a break in service.
- G. The hours thresholds in sub-section (B) above will be pro-rated for part-time employees.
- H. Regardless of sub-section (B) above, when an employee is on unauthorized leave or suspended, the employee's seniority date will be moved forward in an amount equal to the duration of the unauthorized leave or suspension.

36.2 Ties

If two (2) or more employees have the same unbroken classified service date, ties will be broken in the following order:

- A. Longest continuous time within their current job classification. For positions impacted by the implementation of the IT Professional Structure on July 1, 2019, total continuous time spent in previously abolished IT Classification will be counted if the position number was the same on June 30, 2019 and July 1, 2019.
- B. Longest continuous time with the institution; and
- C. By lot.

36.3 Seniority List

The Employer will prepare and post a seniority list in each department no later than June 30th. The list will be updated annually by that date and will contain each employee's name, job classification seniority date, and the right to appeals process. Employees will have fourteen (14) calendar days in which to appeal their seniority date to Human Resources, after which time the date will be presumed correct. A copy of the seniority list will be provided to the Executive Director of the Union at the time of posting.

36.4 Application

This Article will apply prospectively.

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Washington Federation of State Employees

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Article 37 – Union Activities (Status Quo)

37.1 Representation

Upon request, an employee will have the right to representation at all levels on any matter adversely affecting their conditions of employment. The exercise of this right will not unreasonably delay or postpone a meeting. Except as otherwise specified in this Agreement, representation will not apply to discussions with an employee in the normal course of duty, such as giving instructions, assigning work, informal discussions, delivery of paperwork, staff or work unit meetings or other routine communications with an employee.

37.2 Staff Representatives

- A. The Union will provide the Employer with a written list of staff representatives responsible for representation at the university. The Union will provide written notice to the Employer of any changes within thirty (30) calendar days of the changes.
- B. Prior to their arrival, Union representatives will notify Labor Relations staff, and will have access to non-secure University spaces, offices or facilities to carry out representational activities; provided those activities do not interrupt the normal operations of the Employer. Meetings between staff representatives and employees for representational activities will occur in non-work areas during the employee's meal periods, rest periods, or before or after the employee's shift.
- C. The Employer's written Board of Trustee or administrative policies pertaining to employees represented by the Union will be made available to staff representatives.

37.3 Union Stewards

- A. **Steward List**
The Union will provide the Employer with a written list of each current union steward and their university jurisdiction within the bargaining unit for which they are responsible. The Union will maintain the list. The Employer will not recognize an employee as a union steward if their name does not appear on the list.
- B. **Paid Release Time**
Union stewards will be granted a reasonable amount of time during their normal working hours to investigate and process grievances in accordance with Article 28, Grievance Procedure. In addition, union stewards will be released during their

normal working hours to prepare for and attend meetings within the steward's bargaining unit and Employer for the following representational activities:

1. Management scheduled investigatory interviews and pre-disciplinary meetings, in accordance with Article 27, Discipline;
2. Management scheduled new employee orientation, in accordance with Article 9, Training and Employee Development;
3. Pre-meetings and Union-Management Communication Committees in accordance with Article 35, Union-Management Communication Committee; and
4. Informal grievance resolution meetings, grievance meetings, mediation sessions, alternative dispute resolution meetings and arbitration hearings in accordance with Article 28, Grievance Procedure, and held during their work time.

C. Notification

The union steward will obtain approval from their supervisor before attending any meeting or hearing during their work hours. All requests must include the approximate amount of time the steward expects the activity to take. Any Employer business requiring the union steward's immediate attention will be completed prior to attending the meeting or hearing. Union stewards will suffer no loss in pay for attending management scheduled meetings and hearings that are scheduled during the union steward's work time. Attendance at meetings or hearings during the union steward's non-work hours will not be considered as time worked. Union stewards cannot use state vehicles to travel to and from a work site in order to perform representational activities unless authorized by the Employer.

If the amount of time a union steward spends performing representational activities is affecting their ability to accomplish assigned duties, the Employer will not continue to release the employee and the Union will be notified.

37.4 Employees

A. Paid Release Time

Employees will be provided a reasonable amount of time during their normal working hours to meet with the union steward and/or staff representative to process a grievance. In addition, employees will be released during their normal working hours to prepare for and attend meetings or hearings scheduled by management for the following:

1. Informal grievance resolution meetings, grievance meetings, alternative dispute resolution meetings, mediation sessions and arbitration hearings, in accordance with Article 28, Grievance Procedure, and held during their work time;
2. Management scheduled investigatory interviews and/or pre-disciplinary meetings, in accordance with Article 27, Discipline, and;
3. Negotiations in accordance with Article 34, Mandatory Subjects.

When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, the employee may appear without loss of pay if they appear during their work time, providing the testimony given is related to their job function or involves matters they have witnessed, and is relevant to the arbitration case. Every effort will be made to avoid the presentation of repetitive witnesses.

B. Notification

An employee will obtain prior approval from their supervisor before attending any meeting or hearing. All requests must include the approximate amount of time the employee expects the activity to take. As determined by the supervisor, any Employer business requiring the employee's immediate attention must be completed prior to attending the meeting or hearing. Employees will suffer no loss in pay for attending management scheduled meetings and hearings that are scheduled during the employee's work time. Attendance at meetings or hearings during the employee's non-work hours will not be considered as time worked. An employee cannot use a state vehicle to travel to and from a worksite in order to attend a meeting or hearing unless authorized by the Employer.

If the amount of time an employee spends attending meetings or hearings is affecting their ability to accomplish their assigned duties, the Employer will not continue to release the employee and the Union will be notified.

37.5 Use of State Facilities, Resources, and Equipment

A. Meeting Space and Facilities

The Employer's campuses and facilities may be used by the Union to hold meetings subject to the Employer's policy, availability of the space and with prior written authorization of the Employer.

B. Supplies and Equipment

The Union and employees will not use state-purchased supplies or equipment to conduct union business or representational activities. This does not preclude the

use of the telephone for representational activities if there is no cost to the Employer, the call is brief in duration and it does not disrupt or distract from the Employer's business.

C. E-mail, Fax Machines, the Internet, and Intranets

The Union and employees will not use state-owned or operated e-mail, fax machines, the Internet, or intranets to communicate with one another regarding internal union business. However, employees may use state-owned e-mail to request and arrange union representation. In addition, shop stewards may use state owned/operated equipment to communicate with the Union, other employees and/or the Employer for the exclusive purpose of administration of this Agreement. Such use will:

1. Result in little or no cost to the Employer;
2. Be brief in duration and frequency;
3. Not interfere with the performance of their official duties;
4. Not distract from the conduct of state business;
5. Not disrupt other state employees and not obligate other employees to make a personal use of state resources; and
6. Not compromise the security or integrity of state information or software.

D. The Union and its shop stewards will not use the above-referenced state equipment for union organizing, internal union business, advocating for or against the Union in an election or any other purpose prohibited by the Executive Ethics Board. Communication that occurs over state-owned equipment is the property of the Employer and may be subject to public disclosure.

37.6 Bulletin Boards and Newsstands

The Employer will maintain bulletin board(s) or space on existing bulletin boards currently provided to the Union for union communication. In bargaining units where no bulletin board or space on existing bulletin boards has been provided, the Employer will supply the Union with a board or space. Material posted on the bulletin board will be appropriate to the workplace, politically non-partisan, in compliance with state ethics laws and identified as union literature. If requested, the Employer will identify area(s) where Union provided newsstand(s) can be located at each university. Union provided newsstand(s) must meet the Employer's campus standards.

Union communications will not be posted or otherwise disseminated in any other location on the campus, except as provided in the Employer policy and in Section 37.7 below.

37.7 Distribution of Material

A Union-designated employee will have access once per month to their worksite for the purposes of distributing union information to other bargaining unit employees provided:

1. The employee is on break time or off duty;
2. The distribution does not disrupt the Employer's operation;
3. The distribution will normally occur via desk drops or mailboxes as determined by the Human Resources Manager. In those cases where circumstances do not permit distribution by those methods, an alternative method will be mutually agreed upon; and
4. The employee notifies the Human Resources Office in advance of their intent to distribute information.

37.8 Time Off for Union Activities

- A. Union-designated employees may be allowed time off without pay to attend union-sponsored meetings, training sessions, conferences, and conventions. The employees' time off will not interfere with the operating needs of the Employer as determined by management. If the absence is approved, the employees may use accumulated compensatory time, personal holiday, or vacation leave instead of leave without pay. However, employees must use compensatory time prior to their use of vacation leave, unless the use would result in the loss of their vacation leave.
- B. The Union will give the Employer a written list of the names of the employees it is requesting attend the above-listed activities, at least fourteen (14) calendar days prior to the activity.

37.9 Temporary Employment with the Union

With thirty (30) calendar days' notice, unless agreed otherwise, employees may be granted leave without pay to accept temporary employment with the Union of a specified duration, not to exceed six (6) months, provided the employee's time off will not interfere with the operating needs of the Employer as determined by management. The parties may agree to an extension of leave without pay up to an additional six (6) months. The returning employee will be employed in a position in the same job classification and the same geographical area, as determined by the Employer.

37.10 Employer Committee Meetings

The Employer will continue its current practices requesting nominees from the Union to serve on Employer committees, where deemed appropriate. Time spent serving on Employer committees will be considered time worked.

37.11 WFSE Council President and Vice-President (if employed by the Employer)

A. Leave of Absence

Upon request of the Union, the Employer will grant leave with pay for the WFSE Council President and Vice-President for the term of their office. The Union will give the Employer at least thirty (30) calendar days prior notice, unless otherwise agreed. The Union will reimburse the Employer for the “fully burdened costs of the positions” the Employer incurs as a result of placing the Council President and Vice-President on leave with pay during the period of absence. The Union will reimburse the Employer by the 20th of each month for the previous month.

B. Leave Balances

The President and Vice-President will accrue vacation and sick leave during the period of absence; however, when the President and Vice President return to state service their leave balances will not exceed their leave balances on the date the period of absence commenced. If the President or Vice-President retire or separate from state service at the end of the period of absence, their leave balances will not exceed their leave balances on the date the period of absence commenced. Reporting of leave will be submitted to the Employer. All leave requests will be submitted within the required time limits.

C. Indemnification

The Union will defend, indemnify and hold harmless the Employer for any and all costs including attorneys’ fees, damages, settlements, or judgments, or other costs, obligations, or liabilities the Employer incurs as a result of any demands, claims, or lawsuits filed against the Employer arising out of or in relation to actions taken by the President or Vice-President, or their status as President and Vice President, during the period of absence.

D. Return Rights

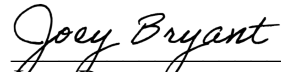
The President and Vice-President will have the right to return to the same position or in another position in the same job classification and the same geographic area as determined by the Employer, provided such reemployment is not in conflict with other articles in this Agreement. The employee and the Employer may enter into a written agreement regarding return rights at the commencement of the leave. The period of leave will not impact the employee’s seniority date.

37.12 Information Requests

The Employer agrees to provide the Union, upon written request and within a reasonable time, access to materials and information necessary for the Union to fulfill its statutory responsibility to administer this collective bargaining agreement at no cost to the Union.

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For the Federation:


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Article 38 – Dues Deduction and Status Reports (Status Quo)

38.1 Union Dues

- A. Upon receipt of written notice from the Union that an employee has authorized deduction of dues, the Employer will deduct from the employee's salary, an amount equal to the dues required to be a member of the Union. The Employer will provide payments for the deductions to the Union at the Union's official headquarters each pay period.
- B. Forty-five (45) calendar days prior to any change in dues, the Union will provide notice to Human Resources of the percentage and maximum dues to be deducted from the employee's salary.

38.2 Notification to Employees

The Employer will inform, in writing, new, transferred, temporary, promoted, or demoted employees prior to appointment into positions included in the bargaining unit(s) of the Union's exclusive representation status. Upon appointment to a bargaining unit position, the Employer will furnish the employees with membership materials provided by the Union. The Employer will inform employees, in writing, if they are subsequently appointed to a position that is not in a bargaining unit.

38.3 Deduction Authorization

The Employer agrees to deduct an amount equal to the membership dues from the salary of employees who authorize such deduction within thirty (30) days of the receipt of written notice from the Union that the employee has authorized dues deductions. The Employer will honor the terms and conditions of each employee's signed membership card. The Employer will provide payments for the deductions to the account directed by the Union each pay period.

38.4 Revocation

An employee may revoke their authorization for payroll deduction of payments to the Union by written notice the Union in accordance with the terms and conditions of their signed membership card. Every effort will be made to end the deduction effective on the first payroll, and not later than the second payroll, after receipt by the Employer of confirmation from the Union that the terms of the employee's signed membership card regarding dues deduction revocation have been met.

38.5 Voluntary Deductions

- A. The Employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision to the Union together with an electronic report showing:
 - 1. Employee name;
 - 2. Unique employee system identification number; and
 - 3. Amount deducted
- B. The parties agree this Section satisfies the Employer's obligations and provides for the deduction authorized under section 1 (6) of RCW 41.04.230.
- C. Employer-offered Health or Insurance Supplementals.

38.6 Employee Status Reports

Each pay period, the Employer will provide the Union a list of all employees in the bargaining units with a copy sent to a designated representative of the local. The electronic list will be sent to WFSE headquarters. The reports will contain:

- A. Employee identification number;
- B. Name;
- C. Home mailing address, home phone number, cell number and personal email address if known;
- D. Work telephone number and work email address;
- E. Work county;
- F. Work location (building), building address, and Department;
- G. University mail-stop;
- H. Division;
- I. Employment status (regular or cyclic);
- J. FTE percentage;
- K. Cyclic Designation;
- L. Classification code and title;
- M. Notice of shift premium (yes or no);
- N. Union base salary (total salary from which union dues/fees are calculated);

- O. Range and step;
- P. Original hire date (first hire date with CWU);
- Q. Current hire date (most current hire date – only with CWU);
- R. Separation date;
- S. Dues or fee rate;
- T. Dues or fee deduction amount;
- U. Bargaining unit code;
- V. Leave without pay status;
- W. Any voluntary PEOPLE deduction;
- X. Permanent or non-permanent indicator; and
- Y. Overtime eligibility or exempt status.

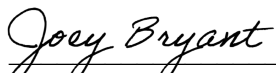
The Union will maintain the confidentiality of all employees' permanent, home and/or mailing addresses. The Union will indemnify the Employer for any violations of employee privacy committed by the Union under this section.

38.7 Indemnification

The Union agrees to indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability that arise against the Employer for or on account of compliance with this Article and any and all issues related to the deduction of dues or fees and any issues related to Employee Status Reports.

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June 23, 2026

39.2 Position Review

A. Employee-Initiated Review

An individual employee who believes that the duties of their position have changed, or that their position is improperly classified, may request a review according to the following procedure:

1. The employee and/or the employee's immediate supervisor will complete and sign the appropriate form.
2. The employee or the supervisor will then send the completed form to the Human Resources. Within five (5) days of receipt, Human Resources will notify the employee of the date the completed position review request form was received in their office. Human Resources will review the completed form and notify the employee of the decision regarding the appropriate classification within sixty (60) calendar days of the date the position review request was received in Human Resources.
3. In the event the employee disagrees with the reallocation decision of the Employer, they may appeal the decision to the Office of the State Human Resources Director (OSHRD), in writing and with a copy to Human Resources, within thirty (30) calendar days of being provided the results of a position review or the notice of reallocation. The OSHRD will then make a written determination, which will be provided to the employee.
4. In accordance with the provisions of WAC 357-52, the employee or the Employer may appeal the determination of the OSHRD to the Washington Personnel Resources Board, within thirty (30) calendar days of being provided the written decision of the OSHRD. The board will render a decision which will be final and binding.
5. The effective date of a reallocation resulting from an employee request for a position review is the date the request was filed with Human Resources.
6. Decisions regarding appropriate classification will be reviewed in accordance with this Section and will not be subject to the grievance procedure specified in Article 28 of this Agreement.
7. Positions will not be reallocated during the incumbent's probationary period.

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8. Temporary duty assignments in accordance with Article 40.75 are excluded from this process.

Tentative Agreement reached on the 23rd day of June, 2026, by:

For the University:

For the Federation:

Joey Bryant

Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin

Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

ARTICLE 40 - COMPENSATION

40.1 General Service Pay Range Assignments

Except as provided in Section 40.3 and Section 40.4 below:

A. Effective July 1, ~~2025~~ 2027, each classification within the jurisdiction of WFSE and employee(s) represented by WFSE will continue to be assigned to the same salary range and step of the General Service Salary Schedule that they were assigned on June 30, ~~2025~~ 2027.

~~Effective July 1, 2026, the General Service Salary Schedule for Represented Employees effective on June 30, 2026 will remain in effect until June 30, 2027, as shown in Appendix A. Effective July 1, 2028, each employee will continue to be assigned to the same range and step of the General Service Salary Schedule they were assigned on June 30, 2028.~~

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The Employer will abide by the Office of Human Resources (OSHR) classification plan and adhere to the appropriate Washington Administrative Code (WAC) Title 357 promulgated by OSHR on Classification and any University procedures developed to comply with the Classification WAC.

2. CWU agrees to abide by the salary range assigned to each classification as established by OSHR.

40.2 Re-Opener

In the event this Agreement is not approved following the process described in RCW 41.80.010, CWU and WFSE will re-open the contract.

40.3 ~~{What If}~~ Base Wages Increase

Effective July 1, ~~2025~~ 2027, all salary ranges described ~~in~~ 40.1(a), will be increased by the same percentage as provided to classified general state government employees represented by WFSE. two (2%) the equivalent of the increase in the Seattle Tacoma-Bellevue CPI-U reported in May 2027 (the 12-month April 2027 percentage change), but not less than four percent (4%) or greater than eight percent (8%). This increase shall be based upon the salary schedule in effect on June 30, 2027.

Effective July 1, ~~2026~~ 2028, all salary ranges described in 40.1(b), will be increased by the same percentage as provided to classified general state government employees represented by WFSE. two (2%) the equivalent of the increase in the Seattle Tacoma-Bellevue CPI-U reported in May 2028 (the 12-month April 2028 percentage change), but not less than four percent (4%) or greater than eight percent (8%). This increase shall be based upon the salary schedule in effect on June 30, ~~2025~~ 2028.

~~{What If} If the State of Washington, through the Office of Financial Management, agrees to more favorable economic terms with respect to any general government bargaining or higher education bargaining unit, or if the Employer agrees to move favorable economic terms with respect to any other bargaining unit employed by the Employer, those terms shall automatically apply to employees covered by this Agreement.~~ Should classified general state government employees represented by WFSE, and/or non-uniformed classified employees of the Employer represented by another union, receive general compensation increases at a higher percentage than those included in this Agreement, employees covered by this Agreement will receive the same percentage general increases.

Should classified general state government employees represented by WFSE, and/or non-uniformed classified employees of the Employer represented by another union, receive a

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signing bonus or a lump sum payment, employees covered by this Agreement will receive the same signing bonus or lump sum payment as long as the Employer is funded by the State for such payments for all State funded positions.

40.4 State Salary Range Changes / Pay Range Assignments and
Adjustments Classification salary range adjustments agreed to at
the general government state table

and funded by the Legislature, including any range adjustments made by the State as a result of the 2018 Salary Survey, will be implemented by the Employer.

40.5 Pay for Performing the Duties of a Higher Classification

Employees who are temporarily assigned the full scope of duties and responsibilities ~~for more than ten (10) calendar days for more than ten (10) non-consecutive calendar days~~ of a higher-level classification ~~within a rolling calendar year~~ will be notified in writing and will be advanced to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre-promotional step. The Employer may grant a higher salary increase as provided in Subsection 40.6 C. The increase will become effective on the first day the employee was performing the higher-level duties.

40.6 Establishing Salaries for New Employees and New Classifications

The Employer will assign newly hired employees to the appropriate range and step of the appropriate General Service Salary Schedules as described in the appendices.

Upon request of the Union, the Employer will bargain the effects of a change to an existing class or newly proposed classification.

40.7 Periodic Increases

Periodic increases are provided as follows:

Employees who are hired at the minimum step of the pay range will receive a two (2) step increase to base salary following completion of six (6) months of service, and an

additional two (2) step increase annually thereafter, until they reach the top of the pay range.

Employees who are hired above the minimum step of the salary range will receive a two (2) step increase to base salary following completion of twelve (12) months of service, and an additional two (2) step increase annually thereafter, until they reach the top of the pay range.

Employees in classes that have pay ranges shorter than a standard range will receive their periodic increases at the same intervals as employees in classes with standard ranges in accordance with Subsections A and B, above.

The effective date of the periodic increase will be the first day of the month it is due.

Employees hired before July 1, 2015~~27~~, will retain their periodic increment date as of June 30, 2015~~27~~.

Employees who have been at Step L of the General Salary Schedule for six (6) consecutive years will progress to Step M in accord with the provisions of the WAC governing such movement for classified employees.

40.8 Salary Assignment Upon Promotion

Employees promoted to a position in a class whose range is less than six (6) ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to five percent (5%) higher than the amount of the pre- promotional step. The appointing authority may approve an increase beyond this minimum requirement, not to exceed the maximum of the salary range.

Employees promoted to a position in a class whose range is six (6) or more ranges higher than the range of the former class will be advanced to a step of the range for the new class that is nearest to ten percent (10%) higher than the amount of the pre- promotional step. The appointing authority may approve an increase beyond this minimum requirement, not to exceed the maximum of the salary range.

Recruitment, Retention, Other Business Needs or Geographic Adjustments During the life of this Agreement, the Employer may, at any time, authorize more than the step increases specified in Subsections A and B, above, when there are recruitment, retention, or other business needs, as well as when an employee's promotion requires a change of residence to another geographic area to be within a reasonable commuting distance of the new place of work. Such an increase may not result in a salary greater than the range maximum.

40.9 Salary Adjustments

During the life of the Agreement the Employer may, at any time, increase an employee's step within the salary range to address issues related to recruitment, retention or other business needs. Such an increase may not result in a salary greater than the range maximum.

40.10 Demotion

An employee who voluntarily demotes to another position with a lower salary range maximum will be placed in the new range at a salary equal to their previous base salary. If the previous base salary exceeds the new range, the employee's base salary will be set equal to the new range maximum, including Step M.

40.11 Transfer

A transfer is defined as an employee-initiated move of an employee from one position to another position within the Employer in the same class or a different class with the same salary range maximum. Transferred employees will retain their current base salary.

40.12 Reassignment

Reassignment is defined as an employer-initiated move of an employee within the Employer from one position to another in the same class or a different class with the same salary range maximum. Upon reassignment, an employee retains their current base salary.

40.13 Reversion

Reversion is defined as voluntary or involuntary movement of an employee during the trial service period to the class in which the employee most recently held permanent status, or movement to a class in the same or lower salary range. Upon reversion, the base salary the employee was receiving prior to promotion will be reinstated, as adjusted for a periodic increase or base salary increase for which the employee is eligible.

40.14 Elevation

Elevation is defined as restoring an employee to the higher classification, with permanent status, which was held prior to being granted a demotion or to a class that is between the current class and the class from which the employee was demoted. Upon elevation, an employee's salary will be determined in the same manner that is provided for promotion in Section 43.5, above.

40.15 Part-Time Employment

Monthly compensation for part-time employment will be pro-rated based on the ratio of hours worked to hours required for full-time employment. In the alternative, part-time employees may be paid the appropriate hourly rate for all hours worked.

40.16 Callback

When an overtime-eligible employee has left the university grounds and is called to return to the workstation outside of regularly scheduled hours to handle emergency situations that could not be anticipated, they will receive three (3) hours penalty pay plus time actually worked. The penalty pay will be compensated at the regular rate with supervisor's approval these hours may be converted into compensatory time. Time worked will be in accordance with Article 7, Hours of Work, and Article 8, Overtime.

Time worked by an overtime-eligible employee immediately preceding the regular shift does

not constitute callback, provided time worked does not exceed ~~two (2)~~ one (1) hours or notice of at least eight (8) hours has been given.

Employees accepting callback in the immediate Ellensburg area must be on site within forty-five (45) minutes of receiving the initial call. Employees outside of the immediate Ellensburg area are still eligible for callback. The Employer will call through the callback list at least one time.

An employee who is receiving standby pay is not entitled to callback penalty pay if required to return to work after departing the worksite or is directed to report to duty prior to the starting time of their next scheduled work shift.

40.17 Shift Premium

Employees will be paid a shift premium of two dollars and ~~thirty-five~~ fifty cents (\$2.~~50~~35) per hour in addition to their base salary rate for all hours worked during evening or night shifts. Evening and night shifts are defined as a work shift in which at least fifty percent (50%) of the shift is worked on a daily basis between 6:00 p.m. and 6:00 a.m.

An employee assigned to a shift that qualifies for shift premium pay will receive the same shift premium for authorized periods of any paid leave or holidays.

When an employee is compensated for working overtime during hours for which shift premium is authorized, the overtime rate will be calculated including the shift premium pay for evening or night hours.

40.18 Standby

An overtime-eligible employee is in standby status while waiting to be engaged to work by the Employer and both of the following conditions exist:

The employee is required to be present at a specified location or is available to be contacted

within fifteen minutes of the initial call. The location may be the employee's home or other specific location, but not a work site away from home.

The Employer requires the employee to be prepared to report for work within thirty minutes provided the employee resides within thirty (30) minutes of the University if the need arises, although the need might not arise. If an employee resides more than thirty (30) minutes from the University, the employee will report to work no later than one (1) hour when necessary.

Standby status will not be concurrent with work time.

Employees on standby status will be compensated at a rate of ~~seven ten seven~~ percent (~~1077~~%) of their hourly base salary for time spent in standby status.

40.19 Relocation Compensation

The Employer may authorize lump sum relocation compensation, within existing budgetary resources, under the following conditions:

When it is reasonably necessary that a person make a domiciliary move in accepting a reassignment or appointment; or

It is necessary to successfully recruit or retain a qualified candidate or employee who will have to make a domiciliary move in order to accept the position.

If the employee receiving the relocation payment terminates or causes termination of their employment with the State within one (1) year of the date of employment, the State will be entitled to reimbursement for the moving costs which have been paid and may withhold such sum as necessary from any amounts due the employee. Termination as a result of layoff or disability separation will not require the employee to repay the relocation compensation.

40.20 Salary Overpayment Recovery

When the Employer has determined that an employee has been overpaid wages, the Employer will provide written notice via email with return receipt requested to the employee that will include the following items:

1. The amount of the overpayment;
2. The basis for the claim; and
3. The rights of the employee under the terms of this Agreement.

Method of Payback

The employee must choose one (1) of the following options for paying back the overpayment:

1. Voluntary wage deduction;
2. Cash; ~~or~~ ~~or~~
3. Check; ~~or~~
3. ~~Voluntary vacation leave deduction.~~

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The employee will have the option to repay the overpayment over a period of time equal to the number of pay periods during which the overpayment was made. The employee and the Employer may agree to make other repayment arrangements.

The payroll deduction to repay the overpayment will not exceed five percent (5%) of the employee's disposable earnings in a pay period. However, the Employer and employee can agree to an amount that is more than the five percent (5%).

If the employee fails to choose one (1) of the ~~three~~ ~~four~~ ~~three~~ (3 ~~4~~ 3) options described above within the timeframe specified in the Employer's written notice of overpayment, the Employer will deduct the overpayment owed from the employee's wages over a period of time equal to the number of pay periods during which the overpayment was made. Any overpayment amount still outstanding at separation of employment will be deducted from

the earnings of the final pay period.

Appeal Rights

Any dispute concerning the occurrence or amount of the overpayment will be resolved through the grievance procedure in Article 28 of this Agreement.

Salary Underpayment Recovery

Once an employee identifies an underpayment and informs the University, the University will have one full pay period to respond with its findings. If an underpayment is confirmed, it will be paid on the next paycheck.

Appeal Rights

Any dispute concerning the occurrence or amount of the underpayment will be resolved through the grievance procedure in Article 28 of this Agreement.

40.21 40.22-40.21 Special Pay Salary Ranges

The Office of the State Human Resources Director may adopt special pay salary ranges for positions based upon pay practices found in private industry or other governmental units. Current special pay practices at the Employer will continue.

Special Pay. The Employer may, at any time, designate a position for special pay in the following circumstances:

When a unique configuration of work requires skills, duties, or working conditions beyond those typically required of comparable positions;

To alleviate employment problems such as recruitment and/or retention;

When failure to grant special pay could result in retention problems and seriously jeopardize University operations; and

To prevent salary inversion or compression problems with other classes in the same or related series which have been granted special pay.

~~40.22~~ ~~40.23-40.22~~ Assignment Pay

Assignment pay is a premium added to the base salary and is intended to be used only as long as the skills, duties or circumstances it is based on are in effect. The Employer may, at any time, grant assignment pay to a position to recognize specialized skills, assigned duties, and/or unique circumstances that exceed the ordinary. The Employer determines which positions qualify for the premium. The Employer will give the Union notice in accordance with Article 34, Mandatory Subjects.

~~40.23~~ ~~40.24-40.23~~ Multilingual/Sign Language/Braille Premium Pay

Whenever a classified position has a bona fide requirement for regular use of competent skills in more than one language, and/or sign language (AMESLAN), and/or Braille, the Employer will authorize premium pay of two (2) steps above the level normally assigned for that position, except for those instances where the position is allocated to a class that specifies these skills.

~~40.24~~ ~~40.25-40.24~~ Dependent Care Salary Reduction Plan

The Employer agrees to maintain the current dependent care salary reduction plan that allows eligible employees, covered by this Agreement, the option to participate in a dependent care reimbursement program for work-related dependent care expenses on a pretax basis as permitted by federal tax law or regulation.

~~40.25~~ ~~40.26-40.25~~ Pretax Health Care Premiums

The Employer agrees to provide eligible employees with the option to pay for the employee portion of health premiums on a pretax basis as permitted by federal tax law or regulation.

~~40.26~~ ~~40.27~~40.26 Medical/Dental Expense Account

The Employer agrees to allow insurance eligible employees, covered by the Agreement, to participate in a medical and dental expense reimbursement program to cover co- payments, deductibles and other medical and dental expenses, if employees have such costs, or expenses for services not covered by health or dental insurance on a pretax basis as permitted by federal tax law or regulation.

~~40.27~~ ~~40.28~~40.27 Voluntary Separation Incentives – Voluntary Retirement Incentives

The Employer will have the discretion to participate in a Voluntary Separation Incentive Program or a Voluntary Retirement Incentive Program, if such programs are provided for in the 202~~5~~7-202~~7~~9 operating budget. Such participation must be in accordance with the program guidelines adopted by the Office of the State Human Resources Director and the Department of Retirement Systems, following consultation with the Office of Financial Management. Program incentives or offering of such incentives are not subject to the grievance procedure.

~~40.28~~ ~~40.29~~40.28 Electronic Fund Transfer

All employees will receive their pay and any reimbursements via electronic fund transfer (payroll direct deposit).

~~40.29~~ ~~40.30~~40.29 Minimum Wage

To reflect the University's desire to ensure living wages for its employees, represented permanent employees in salary ranges with steps below nineteen (\$19.00) dollars per hour will be placed at no less than the step nearest nineteen (\$19.00) dollars per hour, not to exceed Step L. Probationary employees will be placed two (2) steps below the salary closest to eighteen (18.00) dollars per hour, not to exceed Step J.

Any employee who has a permanent assigned duty station within a local jurisdiction which has passed an ordinance establishing a minimum wage higher than the minimum wage established in this collective bargaining agreement, will be paid no less than the minimum wage directed by the local ordinance. The Employer will place the employee on a step in the assigned salary range that is equal to or more than the wage requirement of the local ordinance.

~~40.30~~ 40.31 ~~40.30~~ Regional Compensation

In the event the State implements regional compensation for employees whose primary reporting location is in Kittitas County, or another county in which the Employer has employee primary reporting locations, to compensate for local cost-of-living factors, the Employer will provide regional pay to its employees on the same basis and in the same amount provided by the State.

~~40.340.32~~ ~~1~~ CDL License Premium

License Premium

Employees who are required by the Employer to obtain a CDL and/or utilize an existing CDL as a condition of performing the essential duties of their position shall receive a license premium of five percent (5%) above their base rate of pay. The Employee will, upon request, provide proof of valid licensure to the Employer. Employees who are required by the Employer to obtain, maintain, and utilize a professional, technical, operational, or regulatory license or endorsement as a condition of performing the essential duties of their position shall receive a license premium of five percent (5%) above their base rate of pay. This premium recognizes the additional responsibility, operational authority, continuing education, legal compliance obligations, and specialized competency associated with maintaining required licensure. The Employer shall reimburse all costs associated with obtaining and maintaining required license or endorsements, including renewal fees and examinations.

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Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:

Joey Bryant Linda Michaud Emin

Joey Bryant

Linda Emin

Director, Employee Services

Labor Negotiator

Central Washington University

Washington Federation of State Employees

CWU AND WFSE TENTATIVE AGREEMENT

SEPTEMBER 2, 2026

ARTICLE 41 - HEALTH CARE BENEFITS AMOUNTS

41.1 A. For benefits during the plan years beginning January 1, 2028 and January 1, 2029 ~~For the 2025-2027 biennium~~, the Employer Medical Contribution (EMC) will be an amount equal to eighty-five percent (85%) of the monthly premium for the self- insured Uniform Medical Plan (UMP) Classic for each bargaining unit employee eligible for insurance each month, as determined by the Public Employees Benefits Board (PEBB). In no instance will the employee contribution be less than two percent (2%) of the EMC per month.

A. The point-of-service costs of the Classic Uniform Medical Plan (deductible, out-of- pocket maximums, and co-insurance/co-payment) may not be changed for the purpose of shifting health care costs to plan participants but may be changed from the 2014 plan under two (2) circumstances.

1. In ways to support value-based benefits designed; and
2. To comply with or manage the impacts of federal mandates.

Value-based benefits designs will:

- A. Be designed to achieve higher quality, lower aggregate health care services cost (as opposed to plan costs);
- B. Use clinical evidence; and
- C. Be the decision of the PEBB Board.

C. Article 41.1 (B) will expire June 30, 202~~9~~⁷

41.2

A. The Employer will pay the entire premium costs for each bargaining unit employee for dental, stand-alone vision, basic life, and any offered basic long-term disability insurance coverage. If changes to the long-term disability benefit structure occur during the life of this agreement, the Employer recognizes its obligation to bargain with the Coalition over the impacts of those changes within the scope of bargaining.

41.3 Wellness

To support the statewide goal for a healthy and productive workforce, employees are encouraged to participate in a Well-Being Assessment survey. Employees will be granted work time and may use a state computer to complete the survey.

A. The Coalition of Unions agrees to partner with the Employer to educate their members on the wellness program and encourage participation. Eligible, enrolled subscribers shall have the option to earn an annual one hundred twenty-five dollars (\$125.00) or more wellness incentive in the form of reduction in deductible or deposit into the Health Savings Account upon successful completion of required Smart Health Program activities. During the term of this Agreement, the Steering Committee created by Executive Order 13-06 shall make recommendations to the PEBB regarding changes to the wellness incentive or the elements of the Smart Health Program.

41.4 The PEBB Program shall provide information on the Employer sponsored Insurance Payment Program on its website and in an open enrollment publication annually.

41.5 As of January 1, 2028, the SmartHealth program will no longer be offered, which includes the wellness incentive and the SmartHealth online portal.

41.6 Employees who have met the eligibility requirements to receive a

wellness incentive by December 31, 2027, will still receive the wellness incentive in plan year 2028.

41.7 Employees are not eligible to earn a wellness incentive as of January 1, 2028.

~~41.4~~

~~41.5~~41.8 Medical Flexible Spending Arrangement

~~41.5.1~~41.8.1 During January 202~~8~~⁵ and again in January 202~~9~~⁶, the Employer will make available three hundred dollars (\$300) in a Flexible Spending Arrangement (FSA) account for each bargaining unit member represented by a Union in the Coalition described in RCW 41.80.020(3), who meets the criteria in Subsection 41.5.2 below.

~~41.5.2~~41.8.2 In accordance with IRS regulations and guidance, the Employer FSA funds will be made available for a Coalition bargaining unit employee who:

~~41.5.2.1~~41.8.2.1 Is occupying a position that has an annual full-time equivalent base salary of sixty-eight thousand and four dollars (\$68,004.00) or less on November 1 of the year prior to the year the Employer FSA funds are being made available; and

~~41.5.2.2~~41.8.2.2 Meets PEBB program eligibility requirements to receive the employer contribution for PEBB medical benefits on January 1 of the plan year in which the Employer FSA funds are made available, is not enrolled in a high-deductible health plan and does not waive enrollment in a PEBB medical plan except to be covered as a dependent on another PEBB non-high deductible health plan.

~~41.5.2.3~~41.8.2.3 Hourly employees' annual base salary shall be the base hourly rate multiplied by two thousand eighty-eight (2088).

~~41.5.2.4~~41.8.2.4 Base salary excludes overtime, shift differential and all other premiums or payments.

~~41.5.3~~41.8.3 An FSA will be established for all employees eligible under this Section who do not otherwise have one. An employee who is eligible for Employer FSA funds may decline this benefit but cannot receive cash in lieu of this benefit.

~~41.5.4~~41.8.4 The provisions of the State's salary reduction plan will apply. In the event that a federal tax that takes into account contributions to a FSA is imposed on the PEBB health plans, this provision will automatically terminate. The parties agree to meet and negotiate over the termination of this benefit

~~41.5.5~~41.8.5 This Article is subject RCW 41.80.020.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

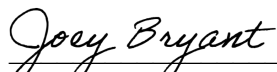
September 2, 2026

Article 42 – Childcare Centers (Status Quo)

- 42.1 The Employer and the Union recognize that family life has a significant impact upon employees' work lives. The Employer agrees to provide employees with access to the Employer's existing childcare center(s) on the same basis as CWU faculty.
- 42.2 The Employer will notify the Union as soon as possible of any changes in employee access to the Employer's existing childcare center(s).

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Director, Employee Services
Central Washington University

For the Federation:



Linda Emin
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CWU and WFSE Tentative Agreement

September 2, 2026

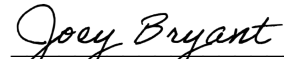
Article 43 – Employee Lounge Facilities (Status Quo)

- 43.1 The Employer will provide employee lounge facilities apart from work areas. The lounge facilities will be maintained in a clean and safe manner.
- 43.2 Adequate lunchrooms, breakrooms, washrooms and toilet facilities will be provided and available for use by employees. The facilities will not normally be used for any other purpose.
- 43.3 Upon request, the Employer will endeavor to provide storage for personal items.
- a) Employees are encouraged to report to supervision any condition in employee facilities which appear to be below minimum standards.
 - b) The adequacy of the employee facilities, including sanitary supply dispensers, lactation stations, all gender bathrooms, or any change in employee facilities, shall be a proper subject for discussion by the Union Management Committee.
- 43.4 Use of Gender Segregated Facilities:
- 1) Facility Use. The Employer shall allow individuals the use of gender-segregated facilities, such as restrooms, locker rooms, and dressing rooms that are consistent with that individual's gender expression or gender identity. In such facilities where undressing in the presence of others occurs, the Employer shall allow access to and use of a facility consistent with that individual's gender expression or gender identity.
 - 2) Cannot require use inconsistent with gender expression or gender identity. The Employer shall not request or require an individual to use a gender-segregated facility that is inconsistent with that individual's gender expression or gender identity, or request or require an individual to use a separate or gender-neutral facility.
 - 3) If another person express concern or discomfort about a person who uses a facility that is consistent with the person's gender expression or gender identity, the person expressing discomfort should be directed to a separate or gender-neutral facility, if available. Any action taken against a person who is using a restroom or other gender-segregated facility, such as removing a person, should be taken due to that person's actions or behavior while in the facility, and must be unrelated to gender expression or gender identify. The same standards of conduct and behavior must be consistently applied to all facility users, regardless of gender expression or gender identity.
 - 4) Provision of options encouraged. Whenever feasible, the Employer will provide options for privacy, such as single-use gender-neutral bathrooms or private changing areas that are available to any individual desiring privacy.

43.5 Lactation stations shall be provided by the Employer across campus and in accordance with the Employer's Policy. These stations shall be private, secure, and clean.

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Joey Bryant

Director, Employee Services
Central Washington University

For the Federation:



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CWU and WFSE Tentative Agreement

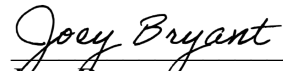
September 2, 2026

Article 44 – Strikes (Status Quo)

44.1 Nothing in this Agreement permits or grants to any employee the right to strike or refuse to perform their official duties.

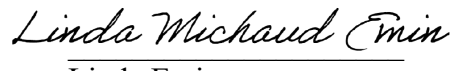
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Washington Federation of State Employees

CWU AND WFSE TENTATIVE AGREEMENT

JUNE 23, 2026

ARTICLE 45 - CONTRACTING

45.1 The Employer will determine which services will be subject to competitive contracting in accordance with RCW 41.06.142, Department of Enterprise Services WAC 200-320, and Office of the State Human Resources Director WAC 357-43. Nothing in this Agreement will constitute a waiver of the Union's right to negotiate a mandatory subject in association with Employer's right to engage in competitive contracting.

~~45.2~~ 45.2 When the Employer notifies the Union of its intent to contract out bargaining unit work, the University will complete provide the Union with the Contracting-Out Form contained in Appendix X and submit the completed form to the Union, but not limited to, the following information:

- ~~A. A written description of the type of work to be contracted out;~~
- ~~B. The estimated costs associated with the work involved; and~~
- ~~45.2 Identification of any time sensitivity or special urgency related to the work~~
- C. involved.

45.3 Employees covered by this Agreement will not be held responsible for work done by contract employees

Tentative Agreement reached on the 23rd day of June, 2026, by:

For the University:

For the Federation:

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Joey Bryant

Joey Bryant

Director, Employee Services

Central Washington University

Linda Michaud Emin

Linda Emin

Labor Negotiator

Washington Federation of State Employees

CWU and WFSE Tentative Agreement

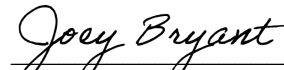
September 2, 2026

Article 46 – Entire Agreement (Status Quo)

- 46.1 This Agreement constitutes the entire agreement and any past practice or agreement between the parties prior to July 1, 2007, whether written or oral, is null and void, unless specifically preserved in this Agreement.
- 46.2 With regard to WAC 357, this Agreement supersedes all subjects addressed, in whole or in part, by its provisions.
- 46.3 This Agreement supersedes specific provisions of Employer policies with which it conflicts.
- 46.4 During the negotiations of the Agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining. Therefore, each party voluntarily and unqualifiedly waives the right and will not be obligated to bargain collectively, during the term of this Agreement, with respect to any subject or matter referred to or covered in this Agreement. Nothing herein will be construed as a waiver of the Union's collective bargaining rights with respect to matters that are mandatory subjects/topics under the law.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:


Joey Bryant

Director, Employee Services
Central Washington University

For the Federation:



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

Article 47 – Savings Clause (Status Quo)

47.1 Partial Invalidity

If any court or administrative agency of competent jurisdiction finds any article, section or portion of this Agreement to be contrary to law or invalid, the remainder of the Agreement will remain in full force and effect. If such a finding is made, the parties agree to make themselves available to negotiate a substitute for the invalid article, section or portion.

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June 9, 2026

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ARTICLE 48 – PRINTING AND DISTRIBUTION OF AGREEMENT

- 48.1 The Employer will post the Agreement electronically on the appropriate websites on the effective date of the agreement July 1, 202~~5~~⁷, and provide a copy to the lead Union negotiator in electronic format by January 1, 202~~5~~⁷ in print ready format in both Word and PDF.
- 48.2 The Employer will provide all current and new employees with a link to the Agreement. All employees will be authorized access to the Agreement link. Each employee may print and staple or clip one (1) copy of the Agreement from the link on work time on Employer owned equipment. Employees who require a reasonable accommodation to access the Agreement may contact Human Resources for assistance.
- 48.3 The Employer will create and post to its website a Spanish language version of the Agreement.

Tentative Agreement reached on the 9th day of June, 2026, by:

For the University:

For the Federation:

Joey Bryant

Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin

Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

June 9, 2026

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ARTICLE 49 – TERM OF AGREEMENT

- 49.1 All provisions of this Agreement will become effective July 1, 202⁵⁷, and will remain in full force and effect through June 30, 202⁷⁹; however, in accordance with RCW 41.80.090, if this Agreement expires while negotiations between the Union and the Employer are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date. Thereafter, the Employer may unilaterally implement according to law.
- 49.2 Either party may request negotiations of a successor Agreement by notifying the other party in writing no sooner than January 1, 202⁶⁸ and no later than January 31, 202⁶⁸. In the event that such notice is given, negotiations will begin at a time agreed upon by the parties.

Tentative Agreement reached on the 9th day of June, 2026, by:

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September 2, 2026

ARTICLE XY

EMPLOYEE RIGHTS

~~XY.1 Employee Liability~~

~~See Article 29. In the event an employee becomes a defendant in a civil liability suit arising out of actions taken or not taken in the course of their employment for the University, they have the right to request representation and indemnification through their Employer in accordance with RCW 4.92.060 and 070.~~

~~XY.2 Personal Property Reimbursement~~

~~See Article 19.4. Employees have the right to seek reimbursement for personal property items damaged in the proper performance of their duties, and the Employer will process the requests in accordance with RCW 4.92.100 and applicable University policies. Employees have the responsibility for taking precautions to protect both personal and state property/equipment.~~

~~XY.3 Use of Volunteers and Student Workers~~

~~The Employer may utilize volunteers and student workers only to the extent they supplementfor educational, training, observational, or supplemental purposes that do not displace, replace, reduce, erode, or perform and do not supplant bargaining unit employees or erode bargaining unit work, on a regular or recurring basis. Volunteers and student workers shall not be used to avoid filling bargaining unit positions, reduce bargaining unit overtime opportunities, perform the primary duties of bargaining unit classifications, or maintain minimum staffing levels that would otherwise be assigned to bargaining unit~~

~~employees. Volunteers and student workers shall not supervise, direct, evaluate, assign work to, or exercise authority over bargaining unit employees. Any work historically, customarily, or operationally performed by bargaining unit employees shall be presumed to be bargaining unit work. See Article 24.~~

~~**XV.4 Artificial Intelligence**~~

~~Artificial intelligence (AI), including generative AI, will not be used to displace bargaining unit work and/or positions. Further, AI will not be used when making employment-related decisions (e.g., hiring, promotion, discipline, etc.). This Section should not be construed as a waiver of either parties' rights or obligations with regard to bargaining over mandatory subjects.~~

~~**XV.45 Attendance at Meetings**~~

~~A. — An employee will be granted time during their normal working hours to attend the following meetings scheduled by management:~~

- ~~1. — Investigatory interviews and pre-disciplinary meetings, in accordance with Article 27, Discipline, and~~
- ~~2. — Informal grievance resolution meetings, grievance meetings, mediation sessions, alternative dispute resolution meetings and arbitration hearings scheduled in accordance with Article 28, Grievance Procedure. When an employee is subpoenaed as a witness on behalf of the Union in an arbitration case, see Article 37.4, the employee may appear, and their time will be considered general non-billable work time, provided the testimony given is related to their job function or involves matters they have witnessed and is relevant to the arbitration case.~~

~~B. — An employee will be allowed reasonable time, as determined by the Employer, to travel to and from management scheduled investigatory interviews, pre-disciplinary meetings, informal grievance resolution meetings, grievance meetings, mediation sessions, and alternative dispute resolution meetings conducted during their normal work hours. Time spent traveling during the employee's non-work hours in order to attend the meetings will not be considered work time. An employee may be authorized by their supervisor to adjust their work schedule, take leave without pay, compensatory time, exchange time or vacation leave to prepare for and travel to and from an arbitration hearing, and/or union management communication committee meeting. Release during normal working hours to prepare for and travel to union management communication committee meetings is outlined in Section 35.2.B. An employee must notify their supervisor prior to being released from duty in accordance with this Article to attend a meeting, hearing or mediation session. Notification must include the approximate amount of time the employee expects the meeting or hearing to take. As determined by the supervisor, any University business requiring the employee's immediate attention must be completed prior to attending the meeting or hearing. An employee cannot use a state vehicle to travel to and from a work site in order to attend a meeting unless authorized by the University.~~

XY.156 Workload

1. If an employee believes their workload is not achievable within the worktime authorized by the Employer, the employee may seek the assistance of their lead, supervisor, or Appointing Authority responsible for scheduling ("supervisor"). The supervisor is responsible for providing the employee with

direction and guidance that may include the setting of priorities, adjustment of work, or other actions that will assist the employee in the accomplishment of their work assignments.

2. If the employee still has workload concerns after discussion with their supervisor, the employee may raise these concerns with their supervisor's supervisor. If the workload concerns are similar across the work unit, the Union may raise these issues at the appropriate Union-Management Communications Committee under Article 35 of the parties' collective bargaining agreement. If the work unit still has workload concerns across the work unit, the Union may raise these issues with the Appointing Authority.
3. This Workload Subsection is not subject to the grievance procedure, however the employee may file a complaint with Human Resources if the employee's supervisor or supervisor's supervisor fails to discuss the employee's workload concerns with the employee.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:

For the Federation:



Joey Bryant
Director, Employee Services
Central Washington University



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

APPENDIX A

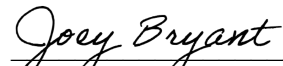
General Service Salary Schedule

Effective July 1, 2027 through June 30, 2029.

To be added when posted by the State of Washington. See Articles 40.1 and 40.2.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:


Joey Bryant

Director, Employee Services
Central Washington University

For the Federation:



Linda Emin
Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement
August 25, 2026

APPENDIX B

ASSIGNMENT PAY AND SPECIAL PAY RANGES

Assignment Pay (AP) is a premium added to base salary and is intended to be used only as long as the skills, duties or circumstances it is based on are in effect. The “premium” is stated in ranges or a specific dollar amount. If stated in ranges, then number of ranges would be added to the base range of the class. The “reference number” indicates the specific conditions for which AP is to be paid. Base pay is assigned by the State of Washington Class Salary Range. Base pay of the classification of when contract is in effect, for salary range of Identified positions on 7/1/2021.

Group A indicates those assigned duties granted AP which are not class specific as defined by the Washington Compensation Plan; Group B applies to special pay ranges cited in Ref #29.

Assignment Pay

GROUP A		
Assigned Duty	Premium	Reference#
Asbestos/lead Workers (Certified)	4 ranges	20
Asbestos and lead work with respirator and full suit (certified)	8 ranges	20
Dual Language Requirement	2 ranges	18
Heavy-duty floor cleaning and waxing equipment	2 ranges NEW	9 NEW
Higher-Level Equipment Operation	4 ranges	12
Danger/Hazard Pay	2 ranges	NEW

Special Pay ~~Range~~

Group B					
State of WA Salary	Class Code	Class Title	Location	Increase	Reference#

Range as of 7/1/2025					
52 4G	608G	Electrician – High Voltage	Ellensburg	1-5 Ranges	29
55 7G	608I	Electrician Lead – High Voltage	Ellensburg	1-5 Ranges	29
50 2G	608F	Electrician	Ellensburg	1-5 Ranges	29
53 5G	608H	Electrician Lead	Ellensburg	1-5 Ranges	29
56 51G	621 F	<u>Plumber /Pipefitter/Steamfitter</u>	<u>Ellensburg</u>	<u>Range 56G</u>	<u>CWU MOU</u>
57 51G	621 F	<u>Plumber /Pipefitter/Steamfitter w/ active PL02 residential license</u>	<u>Ellensburg</u>	<u>Range 57G</u>	<u>CWU MOU</u>
58 51G	621 F	<u>Plumber /Pipefitter/Steamfitter w/ active PL01 commercial license</u>	<u>Ellensburg</u>	<u>Range 58G</u>	<u>CWU MOU</u>
59 54G	621 G	<u>Plumber /Pipefitter/Steamfitter Lead</u>	<u>Ellensburg</u>	<u>Range 59G</u>	<u>CWU MOU</u>
57 I	607 F	Control Technician	<u>Ellensburg</u>	11 ranges	29
60 I	607 G	Control Technician— Lead	<u>Ellensburg</u>	11 ranges	29

19

20 REFERENCE #18: Employees in any position whose current, assigned job responsibilities
21 include proficient use of written and oral English and proficiency in speaking and/or writing one
22 (1) or more foreign languages, American Sign Language, or Braille, provided that proficiency or
23 formal training in such additional language is not required in the specifications for the job class.
24 Basic salary plus two (2) additional ranges.

25 REFERENCE #20: Base salary plus four (4) ranges for certified asbestos sampling and glove
26 and bag work that does not require full-body protective clothing and pressurized respirator. Base
27 salary plus eight (8) ranges for certified asbestos/lead work that . Base salary plus eight (8)
28 ranges for certified asbestos/lead work that requires to wear and change into full-body protective
29 clothing and pressurized respirator.

30 REFERENCE # CWU MOU: Employees classified as Plumber/Pipefitter/Steamfitter will be
31 assigned to grade 56G of the General Service Salary Schedule. Employees classified as
32 Plumber/Pipefitter/Steamfitter with an active PL02 residential plumber license will be assigned to
33 grade 57G of the General Service Salary Schedule. Employees classified as
34 Plumber/Pipefitter/Steamfitter with an active PL01 commercial plumber license will be assigned
35 to grade 58G of the General Service Salary Schedule. Employees classified as
36 Plumber/Pipefitter/Steamfitter Lead will be assigned to grade 59G of the General Service Salary

Schedule. These range adjustments are put in place to address recruitment conditions and the impact to the operations of the university.

REFERENCE #29: Base pay plus one (1) to five (5) ranges payable to employees in the Electrician-High Voltage and Electrician Lead-High Voltage Electrician, Electrician lead classifications because of business need which may include but not limited to recruitment, retention, market conditions and impact to the operation of the university. In extraordinary circumstances, where more than ten percent (10%) is required, additional pay ranges will be added.

~~REFERENCE #9: For full-time assignment to a floor care crew and the operation of heavy-duty floor cleaning and waxing equipment. Basic salary range plus five percent (5%) shall be paid for every hour performing the cleaning. Basic salary range plus five percent (5%) will also be paid to designated working supervisor of floor crew.~~

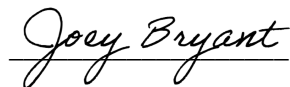
~~REFERENCE # 12: Employees assigned to operate equipment above this level shall be compensated basic salary plus ten percent (10%), and shall be credited with a minimum of four (4) hours at the higher rate on each day they operate the higher-level equipment.~~

~~NEW REFERENCE: Basic salary plus five percent (5%) shall be paid to trained and qualified employees for every hour performing the cleaning, removal, remediation, abatement, application, transportation, and/or otherwise physically handle hazardous biological or environmental substances, including mildew/mold, carcinogens, herbicides and pesticides, animal waste, human blood and bodily fluids, potentially infectious materials, and any other hazardous materials that exceed normal workplace exposure expectations.~~

Tentative Agreement reached on the 25th day of August, 2026, by:

For the University:

For the Federation:



Joey Bryant

Linda Emin

Director, Employee Services

Labor Negotiator

Central Washington University

Washington Federation of State Employees

CWU and WFSE Tentative Agreement

September 2, 2026

APPENDIX C

TITLE IX MEMORANDUM (STATUS QUO)

This Memorandum of Understanding (MOU) sets forth the following Agreement between the Washington Federation of State Employees, AFSCME Council 28 (The "Union") and Central Washington University (The "University") regarding updates to Federal Title IX Regulations.

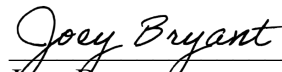
In an effort to comply with updated Federal regulations regarding investigations, hearings, and decisions on formal Title IX complaints against employees for sexual misconduct and interpersonal violence, the parties agree as follows:

Article 27 and Article 28, of the Collective Bargaining Agreement (CBA) between Central Washington University (CWU) and the Washington Federation of State Employees (WFSE) shall not apply to investigations, hearings, and decisions regarding formal Title IX complaints against employees for sexual misconduct and interpersonal violence. Title IX investigations, hearings, and decisions shall be conducted in accordance with, and subject to, applicable law and University policy.

If any party has any questions or concerns regarding any title IX personnel's qualifications or training and/or their ability to serve as an impartial investigator or decision maker due to conflict or bias, please contact the Title IX Coordinator, within three (3) days' notice of allegation and/or notice of hearing.

Tentative Agreement reached on the 2nd day of September, 2026, by:

For the University:


Joey Bryant

Director, Employee Services
Central Washington University

For the Federation:


Linda Emin

Labor Negotiator
Washington Federation of State Employees

CWU and WFSE Tentative Agreement

June 23, 2026

APPENDIX ~~X-D~~ - CONTRACTING-OUT REVIEW AND JUSTIFICATION FORM

To be completed by the Employer prior to contracting out ~~work that may reasonably be performed by University employees~~ WFSE bargaining unit work.

SECTION 1 – PROJECT INFORMATION

Department/Unit: _____

Project/Service Name: _____

Date Submitted: _____

~~Manager/Supervisor Completing Form~~ Completed by Name & Title:

Project Start Date: _____

Expected Completion Date: _____

Estimated Cost of Contract: _____

~~Funding Source:~~ _____

Contractor/Vendor (if known): _____

SECTION 2 – DESCRIPTION OF WORK

Provide a detailed description of the work proposed to be contracted out, including scope, location, and duration, ~~and expected deliverables~~.

SECTION 3 – BUSINESS JUSTIFICATION

Explain why the department believes contracting out is necessary.

☐ Specialized expertise not available internally

☐ Specialized equipment not available internally

☐ Emergency situation

☐ Time-sensitive project

☐ Staffing shortage

☐ Workload capacity

☐ Other (explain)

Explanation:

SECTION 4 – ASSESSMENT OF IN-HOUSE CAPABILITY

What efforts were made to determine whether this work could be performed by ~~existing~~
CWU-WFSE bargaining unit employees?

Which shops were consulted regarding their ability to perform this work?

Date(s) of consultation: _____

Individuals consulted (please list their position/s):

Summary of responses received:

SECTION 5 – OVERTIME AND SCHEDULING REVIEW

Was overtime offered or evaluated as a means of completing the work in-house?

☐ Yes ☐ No

If yes, explain:

If no, explain why overtime was not considered or offered:

Describe any alternative scheduling, reassignment, or workload adjustments considered before deciding to contract out:

SECTION 6 – STAFFING ANALYSIS

Is the request to contract out related to staffing ~~shortages~~vacancy/vacancies?

☐ Yes ☐ No

If yes:

Current vacancies in shop performing work:

Length of vacancy/vacancies: _____

Describe recruitment efforts undertaken:

Contracting Out Notice Submitted by:~~Describe retention efforts undertaken:~~

~~What actions will be taken to address staffing shortages and reduce future reliance on contracting out?~~

~~Expected timeline for corrective actions:~~

CERTIFICATION

~~I certify that the information provided in this form is accurate and complete to the best of my knowledge and that reasonable efforts have been made to evaluate whether this work can be performed by Central Washington University employees prior to pursuing contracting out.~~

~~Manager/Supervisor~~ **Name:** _____

Title: _____

Signature: _____

Date: _____

Tentative Agreement reached on the 23rd day of June, 2026, by:

For the University:

For the Federation:

Joey Bryant

Joey Bryant
Director, Employee Services
Central Washington University

Linda Michaud Emin

Linda Emin
Labor Negotiator
Washington Federation of State Employees