



Summary of Tentative Agreement

Reached for 2027-2029 EWU CBA

This is a summary that highlights and explains the most significant provisions of the Tentative Agreement (TA) reached between the Washington Federation of State Employees (WFSE) and Eastern Washington University (EWU) It does not cover every article or every provision.

Read the complete Tentative Agreement document on the [WESE website](#).

MAJOR GOALS

Major goals achieved include:

- **In spite of an incredibly challenging budget outlook at the state and institutional level**, the contract secures meaningful improvements for members including improvements to vacation, paid leave, and more.
- Three new personal leave days
- Increases to shift premium and minimum wage
- Increases to vacation for employees with over fifteen years of service
- **Plus more economic and non-economic improvements** - see the full tentative agreement for details.

**Your EWU Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement!**

COMPENSATION HIGHLIGHTS

See **Major Goals** won on page 1 of this summary. In addition to all of those incredible gains, we achieved:

Article 19 – Compensation

- Me-Too with general government wage reopener in year two
- Increase to shift premium from \$1.00 to \$1.50
- Increase to minimum wage from \$20 to \$22 per hour

NON-COMPENSATION HIGHLIGHTS

Article 15 – Personnel Files

- Reduced retention times for multiple categories of documents in personnel files.

Article 18 – Classification

- Created a 60-day timeline for the University to respond to reallocation requests

Article 28 – Holidays

- Added clarity to the process for requesting use of personal leave and personal holiday

Article 29 – Vacation

- Increased accrual rates for employees with greater than fifteen (15) years of service

Article 32 – Additional Reasons for Leave

- Added two additional bereavement days
- Creates a new category of leave: Wildfire Disaster Leave, providing 24 hours of paid leave time for those impacted by wildfires and/or evacuations

Article 40 – Grievance Procedure

- Added a new step—mediation
- Added PERC as an option for arbitrations

Article 41 – Union Activities

- Expanded access to paid release for union activities
- Created a new section allowing for dedicated collective bargaining agreement training for union stewards.

MOU – Artificial Intelligence

- Adopted a memorandum of understanding (MOU) placing restrictions on the use of Artificial Intelligence (AI) for employment-related decisions.

MOU – Personal Leave

- Twenty-four (24) hours of personal leave, to be used during the life of the contract

**Your EWU WFSE Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement!**

Not a member, but want to vote? It's not too late!
You can join here: [Join | AFSCME Council 28 \(WFSE\)](#)