



Interest Arbitration Summary

Language Access Providers' 2027-2029 CBA

Our negotiations with the state concluded with a two-day Interest Arbitration hearing on 8/5 and 8/6. After 8 meetings to negotiate our 2027-2029 LAP CBA with the state and a two-day mediation we were unable to reach an agreement with the state on several important issues. The articles certified for Interest Arbitration were Article 1—Union Recognition, Article 6—Economic Compensation, Article 7—Economic Process, and Article 8—Grievance Procedure.

As you all know, the budget deficit continues to grow, and rates discussions were incredibly difficult as a result. While there are no increases to our rates, we successfully fought off takeaways and made significant gains to non-economic issues.

This is not subject to ratification, it is the result of an arbitrator's opinion and award.

Read the Agreement and Arbitrator's Opinion & Award, and the tentatively agreed to articles online at:

[LAP IA Award](#)

HIGHLIGHTS

Article 1 Union Recognition:

- Both the State and the Union agree that the use of Artificial Intelligence will not supplant the services provided by LAPs.

Article 4 Professional Development and Training:

- Communication to state Agencies requesting interpreting services through a DES contract was established;
- Created a subcommittee of the Interpreter Advisory Group for legal proceedings

Article 5 Documentation:

- Expanded the information that will be viewable when considering accepting an appointment;
- Expanded the information that will be available on invoices after an appointment has completed;
- Established a joint taskforce to discuss DES documentation needs related to this article.

Article 6 – Economic Compensation:

- No rate increase for HCA, DSHS, or L&I;
- DES will compensate HCA, DSHS, DCYF and L&I assignments completed through a DES contract at the rates established for HCA, DSHS, DCYF or L&I;
- DES will compensate any other state agencies' request at the rate established for DSHS, and a minimum of \$70 for any requests requiring court credentials;
- Requests for simultaneous interpretation will receive a 30% premium.

Article 7 Economic process:

- DES will follow the payment timelines established for DSHS/DCYF;
- L&I's payment timelines shortened by 15 days:
 - Coordinating entity (CE) must bill insurer within 10 days of receiving a completed invoice (shortened from 20);
 - By RCW insurer still has 60 days to pay CE;
 - Once CE receives payment from insurer, they must pay LAP within 10 days (shortened from 15); and
 - If the tenth (10th) day falls on Saturday, the designated pay date will be the Friday before;
 - If the tenth (10th) day falls on Sunday, the designated pay date shall not be later than the following Monday;
 - If the tenth (10th) day falls on a Holiday, the designated pay date shall be the last working day before the holiday;
 - The coordinating entity shall publish a payment schedule by November 30th for the next calendar year's LAP designated pay dates.

Article 8 Grievance Procedure:

- A pilot program where our Union can elect to file arbitrations to PERC.

Article 9 Union Management Committees:

- Expanded size of committee and included DES;
- Union input when an Agency makes known its intent to change coordinating entities.

New Article XX Workplace Conduct and Professional Standards:

- A shared commitment with the state to foster a workplace environment grounded in mutual respect, professionalism, and courtesy;
- A shared commitment with the state to adherence to WAC 388-03-050 the Code of professional conduct for Interpreters;
- A shared commitment to promoting equitable access to interpreting assignments;
- A shared affirmation that maintaining an environment where LAPs feel comfortable raising concerns is essential and aspire to ensure that LAPs can do so without fear of retaliation;
- This Article is subject to Step 3 of the grievance procedure.

The inclusion of DES interpreters to the CBA, meaning that DES interpreters will have:

- Union Rights (Article 3);
- Union Management Meetings (Article 9);
- Mandatory Subjects process (Article 10);
- Information Requests (Article 11);
- Personally Identifiable Information (Article 19);
- And all other provisions and protections of the CBA.

Interest arbitration awards are final and binding on the parties, and not subject to the ratification process.