



Summary of Tentative Agreement

Reached for 2027-2029 WFSE/UW 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 the University of Washington (UW). It does not cover every article or every provision.

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

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

HIGHLIGHTS

Highlights include:

- **Despite the state being in a financial crisis and the University fighting us on every improvement we proposed,** the contract secures the following:
 - The CEGP steps will become regular, AUTOMATIC, annual salary adjustment steps, providing long-term earning power for years to come. These steps will no longer be discretionary! Management will no longer be able to decide who gets paid more for the same work and who doesn't.
 - Defended and secured over \$348.5 million in new funding to protect the current healthcare cost share and fought off increases proposed by management
 - Weekend Shift Premium increased to \$2.50 for classes on Appendix II
 - Preceptor pay has been expanded to include Hospital Central Service Tech 2's (in addition to Surgical Techs)
 - The Trades License Premium has been expanded to include Elevator Mechanics/Leads

- Formal Bilingual Staff: \$800 one-time stipend when employee completes program requirements, including a language proficiency test (excluding those meeting requirements in Oct. 2024)
- Hospital Security Officer Safety Footwear: \$100 reimbursement for required footwear every two calendar years
- Recruitment and Retention range increases for:
 - Dietetic Techs,
 - Ortho Tech 1 & 2,
 - Audiology Assistants,
 - Medical Assistants,
 - MA Apprentice,
 - MA Registered,
 - Supply Chain Techs,
 - Supply Chain Tech 2's,
 - Supply Chain Tech Leads,
- Reduced parking rate to \$9.00 from 7/1/2027 to 6/30 2028 for WFSE represented employees at HMC for pay per use parking passes for off-site employee parking only.
- **Plus, many, many more economic and non-economic improvements!** See the full tentative agreement for details.
 - The Employer must notify employees that they have the right to representation at an investigatory meeting.
 - New language preventing your work from being supplanted by volunteers and preventing volunteers from supervising,
 - Employees may use personal holiday time off to cover sick time if they run out of sick leave.
 - If the Employer sends employees home due to illness, the absence will be marked as authorized leave without pay.
 - Unpaid time off may now be approved for an employee or household member involved in an immigration enforcement action
 - At employee request, the Employer will notify others in their department or work unit of their need for shared leave.
 - Up to three days of paid sick time may now be used due to inclement weather.

- An apprentice steward may attend certain meetings as a second steward up to three times for training purposes

**Your UW 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 \(WFSE\)](#)