



Summary of Tentative Agreement

Reached for 2027-2029 WFSE-WWU 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 Western Washington University (WWU). It does not cover every article or every provision.

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

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

HIGHLIGHTS

As you all know, the budget deficit continues to grow and enrollment is declining, and compensation discussions were incredibly difficult as a result. While there is no additional general wage increase in the first year, we successfully fought off takeaways and have **secured a reopener that will allow us to come back to the table and fight for increases in the second year** of the agreement. Highlights of the agreement include:

Article 44: Compensation

- In lieu of a general wage increase, the CBA provides for a “Me too” with the General Government wage reopener in year two. Should there not be a wage increase out of the reopener, WWU will pay a \$1,000 retention incentive to bargaining unit members.
- \$0.50 increase to shift premium
- \$2.00/hour increase to WWU minimum wage, from \$23 to \$25.
- Employees may now use vacation or compensatory time for salary overpayments.
- Longevity Pay: when an employee reaches 20 years of state service, they will receive a 1% pay increase; when the employee reaches 25 years of state service, they will receive an additional 1% pay increase.

Article 4 Hiring and Appointments

- Fought back employer proposals that sought to eliminate priority hiring of internal applicants, preserving our current contract language

Article 10 Training and Employee Development

- Additional time for steward training

Article 12 Vacation Leave

- Increases to vacation accrual rates for years 0-13

Article 19 Miscellaneous Paid Leaves

- A new quarterly leave day per year (two days over the life of the two-year contract)

Article 20 Leave Without Pay

- Created a new category of LWOP to allow employees to run for public office.

Article 22 Uniforms, Tools and Equipment

- Clarified eligibility for uniform allowances, added warehouse workers to list of eligible workers.

Article 51 Inclement Weather

- Now allows use of sick leave in the event of inclement weather

MOU: Personal Leave Day

- Additional personal leave day, to be used during the life of the contract

MOU: Artificial Intelligence

- The University has committed to refraining from the use of generative A.I. in personnel-related matters.

MOU: Apprenticeship

- The university has agreed to form a committee with the union for the purposes of developing a plan to create a trades apprenticeship program at WWU.

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