



Summary of Tentative Agreement

Reached for 2027-2029 WFSE-ALJ 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 Administrative Law Judges (ALJ). It does not cover every article or every provision.

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

MAJOR GOALS

Major goals achieved include:

Navigating the Deficit: As you all know, the budget deficit continues to grow, resulting in incredibly difficult compensation discussions. As a result of that deficit, and member feedback, the contract focused heavily on defending core economic baselines and securing critical non-economic protections.

Key Improvements & Healthcare Protections:

- Defended and secured over \$348.5 million in new funding to protect the current cost share.
- Secured a new MOU prohibiting the use of AI for employment decisions and guarantees that AI will not cause layoffs or replace bargaining unit work.
- The agreement establishes enforceable guidelines and grievance rights in four new articles covering vacation leave, sick leave, employee rights, and travel reimbursement.
- Gained an additional personal leave day MOU for each year of the Agreement.
- **Major Non-Economic Wins:** See highlights below.

Union Members - Please VOTE to ratify this agreement!

**Your Administrative Law Judges (ALJ) Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement!**

HIGHLIGHTS

See **Major Goals** section on page 1 of this summary. In addition, we achieved:

- **Personal Leave Days (new MOU):** Gained an additional personal leave day each fiscal year of the MOU.
- **Wage Reopener MOU:** The Union Coalition will renegotiate wage increases for the 2028-2029 year in 2027.
- **Expanded Paid Leaves in Article 8:** Added formal bereavement leave (5 days) and up to 24 hours of Wildfire and Natural Disaster leave.
- **Economic Protections in Article 23:** Preserved economic baselines in the Compensation article that provides for annual Periodic Increases and other hard-won existing provisions.
- **Protected Healthcare Benefits in Article 22:** Secured over \$348.5 million in new funding to protect the current cost share.
- **Four New Grievable Articles:** Established enforceable guidelines in four new articles on Vacation Leave, Sick Leave, Employee Rights, and Travel Reimbursement.
- **Victims of Hate Crimes Leave in Article 28:** Secured unpaid and paid leave eligibility for victims of hate crimes.
- **Increased Union Access, Communications, & Training in Article 14:** Secured paid CBA training up to one workday; secured rights to use state email for union/non-work communications (previously banned), and won a dedicated union webpage linked on the agency intranet.
- **Generative AI Protections (new MOU):** Restricts OAH from using AI for employment decisions; mandates direct human oversight, validation, and bargaining for any new AI system; guarantees AI will not replace bargaining unit work or cause layoffs.
- **Held the Line in Article 3:** Successfully defeated management's hardline push to try to insert probationary periods, and added language that safeguards the higher current salary of an employee in the case of a voluntary demotion.
- **Enhanced Layoff Protections in Article 20:** Increased temporary layoff notice from 7 to 10 calendar days, permanent layoff notice from 15 to 20 calendar days; secured an annual seniority list audit and update, general government transition pool access, and agency-provided layoff assistance and resources.

**Your Administrative Law Judges (ALJ) 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 \(WFSE\)](#)