



# Summary of Tentative Agreement

Reached for the 2027-2029 AWAAG CBA

This is a summary that highlights and explains the most significant provisions of the AWAAG Tentative Agreement (TA). It does not cover every article or every provision.

Read the complete TA [here](#).

**Your AWAAG Bargaining Team recommends you  
VOTE YES TO ACCEPT this Agreement.**

## HIGHLIGHTS

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

- Secured additional funding for healthcare and protected current cost share
- Secured reopener for compensation in the second year of the CBA
- For those who are eligible by June 29, 2027, Retention Premium pay will be maintained
- Protected against adverse effects that may result from the use of Generative AI

Based on member feedback, your bargaining team leveraged the budget deficit to make every non-economic gain possible in these challenging budget times. Read on for more information.

#### **Article 14 – Exchange Time**

- Deadline to use your Exchange Time has been extended

#### **Article 16 - Telework**

- Gives guidance in order for us to secure adequate video conference licensing

#### **Article 21 – Bereavement Leave (now Miscellaneous Leave)**

- Adds great-grandparent and great-grandchild to definition of family member
- Disaster Leave – up to 24 hours (per occurrence) of paid time for employees who are seriously impacted by a disaster
- NEW – Paid Personal Leave days! Employees will be able to choose one workday each fiscal year

#### **Article ‘X’ – Employee Safety**

- Should an employee be impacted by threats, stalking, or other serious safety concerns, Human Resources will coordinate potential agency resources for the employee and make centralized information regarding resources to employees.

#### **NEW MOU’S:**

- Committee on Pre-Tax Parking: The employer will establish a committee comprised of an equal number of Union and Employer representatives to explore possible pre-tax parking options.
- Temporary Personal Leave: In addition to the new Personal Leave above, an additional day of Personal Leave will be provided to employees for fiscal years 2027 and 2028
- Employee Recognition Awards: Invites participation from Union members in the CLT subcommittee for feedback purposes
- Employee Access to Voting: Established the right for the Union to negotiate adverse effects in the event that voting laws or methods change.
- Generative AI: New language to establish employee protection.

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