



Summary of Tentative Agreement

Reached for 2027-2029 Central Washington University (CWU) CBA

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

Read the complete TA [here](#).

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, the contract focused heavily on defending core economic baselines and securing critical non-economic protections.

• Key Economic & Healthcare Protections:

- Defended and secured over \$348.5 million in new funding to protect the current cost share.
- Secured permanent special pay ranges (such as for plumbers, pipefitters, and steamfitters) and higher clothing/footwear allowances (\$225).
- Expanded leave protections, including 8 days of bereavement, 24 hours of disaster leave, and up to 21 days of paid military leave.

• **Major Non-Economic Wins:** Strengthened contracting-out accountability, extended layoff notice timelines, established a process for formal workload support for unachievable tasks, added hate crime protections, doubled steward training release time, and streamlined grievance procedures directly to PERC for free arbitration filing.

**Your Central Washington University 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:

- **Permanent Special Pay in Appendix B:** Plumbers, pipefitters, and steamfitters special pay range is now a permanent part of the CBA rather than an MOU.
- **Faster Vacation Accruals in Article 11:** Second-year employees now accrue 120 hours of vacation per year (up from 112), moving up to higher accrual rates a full year quicker.
- **Expanded Paid Leaves in Article 17:** Increased bereavement leave from 5 to 8 days (one of the highest in any WFSE contract), added up to 24 hours of Wildfire and Natural Disaster leave, and secured language protecting 21 days of paid military leave annually.
- **Clothing Allowance Increase in Article 19:** Footwear and clothing allowance increased by \$50, moving from \$175 to \$225.
- **Economic Protections & Premiums in Article 40:** Preserved the General Government (GG) "Me Too" clauses for wage increases and incentive/lump-sum pay. This includes the results of the 2nd year reopener! Increased shift premium from \$2.35 to \$2.50/hour, secured a 5% license premium for required CDL holders, and reduced the callback notice threshold from two hours to one hour.
- **Protected Healthcare Costs in Article 41:** Secured over \$348.5 million in new funding to protect the current cost share.
- **Contracting Out Accountability in Article 45 and the New Appendix D, Contracting Out Form:** Requires CWU to submit a detailed contracting-out form with every notice. This mandates business justifications, in-house capability assessments, pre-notice shop discussions, overtime evaluations, and concrete remediation plans.
- **Non-Discrimination & Worker Rights in Articles 2 and 18:** Added hate crime protections to Article 2, and secured unpaid leave eligibility for victims of hate crimes. Also established a brand-new Employee Rights article outlining a formal workload support process for unachievable workloads.
- **Emergency Schedule Adjustments in Article 7:** Requires prior notice for 24/7 Operations schedule adjustments due to emergencies or verified operational needs (before CWU did not need to give prior notice).
- **Increased Union Access & Training in Article 9:** Doubled paid release time for union stewards to attend CBA training from 4 to 8 hours in one workday, and increased new employee orientation union information time from 30 to 60 minutes.
- **Held the Line in Articles 20 and 22:** Successfully defended our drug and alcohol-free workplace language against management's push for universal reasonable suspicion testing, and protected parking rates to ensure no increased rates during the term of the CBA.
- **Streamlined Grievances in Article 28:** Allowed the Union to file arbitrations directly with PERC, making filings free and decisions public record to create stronger accountability for CWU management.
- **Enhanced Layoff Protections in Article 32:** Increased temporary layoff notice from 7 to 15 calendar days, permanent layoff notice from 7 to 30 calendar days, and extended the decision window to accept or decline options from 5 to 7 calendar days, alongside committed CWU support resources.

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Not a member, but want to vote? It's not too late!
You can join here: [Join | AFSCME Council 28 \(WFSE\)](#)