



AFSCME COUNCIL 28 / WASHINGTON FEDERATION OF STATE EMPLOYEES

Summary of Tentative Agreement

Reached for Community College Coalition Bargaining Units

2021-2023 Collective Bargaining Agreement

This is a summary that highlights and explains the most significant provisions of the Tentative Agreement reached between the Washington Federation of State Employees (WFSE) classified bargaining units and the State Community College Coalition. As not every article was opened it does not cover every article or every provision.

Read the complete Tentative Agreement documents [here](#) on the WFSE webpage.

TA Summary:

Despite a global pandemic and tough economic times your CCC team was able to push back on harsh economic proposals presented by management. We were able to mitigate the impacts of the recession and achieve a tentative agreement that preserves all the current provisions in the CBA. While the fiscal realities of Washington State made any general wage increases not feasible, your CCC bargaining team was able hold the line and maintained your step increases, preserve your time at L-step, and does not include any temporary reduction in hours (furloughs).

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

HIGHLIGHTS of Changes IN 2021-2023 ARTICLES

The following articles were amended during negotiations. No other articles were opened and are status quo/current contract language.

Article 2—Non Discrimination

- Incorporated by reference RCW 49.60.040 to reflect changes to the statute which expand the definition of race to make it inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles (includes but not limited to such hairstyles as afros, braids, locks, and twists).

Article 13—Shared Leave

- Reflects the new changes to the law, and changes regarding domestic violence that passed in 2019.

Article 15—FMLA

- Removed references to the old WFLA law and included the “new” PFML. Clean up.

Article 18—Miscellaneous Leave

- Included new provision for organ donation—30 days in a two year period of paid leave for the purposes of testing, sampling, or donation of organs, tissues, or other human body components for donation without compensation.

Article 20—Safety and Health

- No change—management withdrew their proposal for this article.

Article 29—Discipline

- No change—management withdrew their proposal for this article.

Article 43 – Compensation

- 0% increase in 7/1/2021
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Article 44—Health Care Benefits Amounts

- Maintained health care premium cost shares.

Appendix L—Title IX

- No change—management withdrew their proposal for this article.

Title IX MOU

- Due to new requirements of federal regulation each district has to update their Title IX policies. Currently there is a dispute between the parties regarding just cause protections. To allow for further legal discussions to occur, this MOU will postpone negotiating the impacts of the Title IX changes until February 2021.

Please VOTE to ratify this agreement!