



**AFSCME COUNCIL 28 / WASHINGTON FEDERATION OF STATE EMPLOYEES**

## **Summary of Tentative Agreement**

**Reached for Central Washington University Bargaining Units Classified Staff  
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 unit and Central Washington University (CWU) on September 17, 2020. It does not cover every article or every provision.

**Read the complete Tentative Agreement document online at [wfse.org](http://wfse.org) and choose contract updates or click [here](#).**

### **MAJOR GOALS**

**Major goals achieved in tough economic times include:**

- No decreases to your Base Wages for 2021 and 2022 (see Art. 40)
- Periodic (aka: Step) Increases will continue for both 2021 and 2022 (see Art. 40)
- “Me Too” clause - if General Government or another Union at CWU receives a wage increase, then the represented employees at CWU, would receive the same wage percentage increase as General Government or the other Union at CWU (see Art. 40)
- No increase to Parking Rates until 7/1/2022 (see Art. 22)
- Parties agreed to continue discussing the changes in the Law related to Title IX and FMLA

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

**HIGHLIGHTS  
OF THE ECONOMIC GAINS IN 2021-2023 ARTICLES**

**Article 40 – Compensation**

- No decreases to your Base Wages for 2021 and 2022 (see Art. 40)
- Periodic (aka: Step) Increases will continue for both 2021 and 2022 (see Art. 40)
- “Me Too” clause - if General Government or another Union at CWU receives a wage increase, then the represented employees at CWU, would receive the same wage percentage increase as General Government or the other Union at CWU (see Art. 40)

**HIGHLIGHTS  
OF THE NON-ECONOMIC GAINS IN 2021-2023 ARTICLES**

**Article 2 – Non-Discrimination**

- Added: RCW 49.60.0404 to include additional protected classes (obesity, hair and hair texture)

**Article 7 - Hours of Work**

- Staff (when practical) will have an opportunity to work remotely, provided their job classification and/or duties could be preformed remotely

**Article 49 - Term of Agreement**

- Date Changes

**Please VOTE to ratify this agreement!**

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