

## TENTATIVE COLLECTIVE BARGAINING AGREEMENT

October 2, 2017

*This tentative agreement summarizes the revisions to the 2015-2017 exempt collective bargaining agreement that the parties have agreed to make as part of renewing the collective bargaining agreement for the 2017-2019 biennium. The parties agree that the terms and provisions of the 2015-2017 agreement, including the current salary schedule, will continue unchanged in the 2017-2019 agreement except as noted below:*

- o Article 40 – Compensation 40.2:

### **40.2 Periodic Increments 2017-2019**

**It is the intent of the College to incorporate the full salary adjustments submitted to the State Board for the 2017-2019 biennium, same as negotiated at the WFSE CC Coalition table) and approved and allocated by the state on July 1, 2017 on the same schedule.**

**July 1, 2017 2%; July 1, 2018, 2% and January 1, 2019 2%.**

- o Article 44 – Revise the article as follows:

### ARTICLE 44 - TERM OF AGREEMENT

44.1 Upon ratification by WFSE, the Agreement will be submitted to the Board of Trustees for approval. The Agreement will take effect January 1, 2017 after ratification by WFSE and the Board of Trustees and will remain in full force and effect through December 31, 2019, however, in accordance with RCW 41.56.123, if this Agreement expires while negotiations between the Union and the College are underway for a successor Agreement, the terms and conditions of this Agreement will remain in effect for a period not to exceed one (1) year from the expiration date. Thereafter, the College may unilaterally implement according to law.


44.2 Either party may request negotiations of a successor Agreement by notifying the other party in writing no sooner than March 1, 2019 and no later

than March 31, 2019. In the event that such notice is given, negotiations will begin at a time agreed upon by the parties.

- o The Parties agree to proof the contract for other references to the 2017-2019 biennium

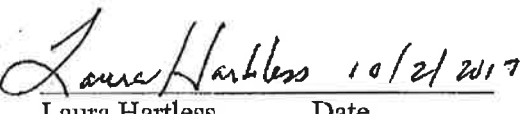
For TCC:


For AFSCME Council 28:

  
Beth Brooks                      Date  
Chief Negotiator

  
Sherri-Ann Burke              Date  
Chief Negotiator

  
Mary Chikwinya              Date  
Interim Co-President

  
Laura Hartless              Date  
Chief Negotiator

  
Bill Ryberg                      Date  
Interim Co-President