



Summary of Tentative Agreement

Reached for TESC Classified 2025-2027 CBA

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) and the State of Washington covering the TESC Classified bargaining unit. It does not cover every article or every provision.

[Click here to read the complete Tentative Agreement document online.](#)

HIGHLIGHTS **OF THE GAINS IN COMPENSATION ARTICLES**

- Despite challenging budget projections, the contract secures general wage increases of 3% in 2025 and 2% in 2026
- The starting wage moves up to \$18.00 per hour, meaning the bottom ranges of the pay scale are deleted, bringing increases to many members!
- Compression & inversion increases are also achieved as a result of the new \$18.00/hour starting wage!
- Class specific increases will bring an increase between 1 and 5 ranges to many employees!
- \$500.00 signing bonus!
- Additional state funding to preserve the 15% / 85% health care premium split, add employer-paid stand-alone vision benefit, and provide a \$300.00 FSA payment for employees whose salaries are under \$68,004.00/year!

Union Members - Please VOTE to ratify this agreement!

**Your TESC Classified Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement!**

HIGHLIGHTS **OF THE GAINS IN NON-COMPENSATION ARTICLES**

- Expanded bereavement leave from 3 to 5 days!
- Added a personal leave day for a total of two personal leave days per year!
- Increased expectations on the employer to help ensure success of new hires!
- New language added to prevent the employer from adjusting your schedule to avoid overtime in most cases.
- Replaced dated language with more inclusive language.
- Corrected an accrual issue with sick and vacation leave.
- Incorporated new family definitions (adds household members) for sick leave purposes!
- Expanded sick leave use for work or school closures due to natural disaster or public health emergency!
- Created an opportunity to adjust your schedule (rather than use leave) if medical appointments are needed for a workplace injury.
- Clarified expectations and communication for essential and required personnel during suspended operations.
- Created an opportunity for telework when an employee has been exposed to a significant contagious illness but is well enough to work.
- Clarified process and expectations in the event that a license or certification expires or is lost and allows comp or leave time to renew license!
- Strengthened rights and process should an employee be under investigation.

**Your TESC Classified 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 \(WFSE\)](#)