Summary of Tentative Agreement

Reached for AWAAG 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 AWAAG bargaining unit. It does not cover every article or every provision.

Click here to read the complete Tentative Agreement document.

HIGHLIGHTS
OF THE GAINS IN COMPENSATION ARTICLES

The Salary Grid (Article 10 / Appendix B):

- Sets our **minimum salary** above $82,000. This is more than $5,000 higher than our current minimum salary and makes us more competitive with our public sector peers.

- Moves every AAG's annual step increase date to July 1, rather than the current AAG Hire Date. As a result, no AAG will have to wait until their anniversary date to start receiving the increased salary that comes with their next step (or any future additional steps) on the salary grid, and every AAG will receive every single dollar of their annual step increase.

- The combined impact of these two changes alone will add several thousand dollars to AAG salaries. Using the standard AAG range with no premium pay or management modifications, and comparing your grid placement as of July 1, 2024 (when at best you were at Step 17 for a standard AAG range salary of $143,760, waiting for your Step 18 salary to kick in whenever your AAG Hire Date rolls around) to your grid placement effective July 1, 2025, every AAG should see a difference of $8,500 to $15,500.

Retention Premiums (Article 10 / Current MOU D):

- Maintains the 5% retention premium for AAGs who have been with the AGO for 5–9 years.

- Increases the retention premium to 7.5% for AAGs wo have been with the AGO for at least 10 years.

Managing AAGs (Article 10):

- Creates a second managing AAG range in the salary grid and updates acting pay to reflect these two managing AAG ranges.

- Managing AAGs who supervise at least one other managing AAG, who have at least 10 direct or indirect reports, or who are the only Managing AAG in an RSD office will be designated as a Managing AAG 2 and will receive a salary that is 10% higher than the AAG Range on the salary schedule.

- All other Managing AAGs will be designated as a Managing AAG 1 and will maintain their current salary differential, which is 5% higher than the AAG Range on the salary schedule.

Economic Equity and Fairness (Article 10):

- Provides 5% dual language premium pay, consistent with other state employees, for AAGs in dual language positions, as reflected in their PDF duties.

- Provides reimbursement for out-of-state bar dues in years when the AGO uses an individual AAG's out-of-state bar license.

Additional Article 10 Changes:

- Allows for difficult-to-fill positions to be advertised at a minimum salary two steps above the minimum on the salary grid to encourage larger applicant pools.

- Makes global changes to the language around salary grid placement to cover anyone licensed via APR 6 or through potential future pathways messaged by the WSBA.

Union Members - Please VOTE to ratify this agreement!

Your AWAAG Bargaining Team recommends you
VOTE YES TO ACCEPT this Agreement!

OTHER HIGHLIGHTS

Article 3 – Discipline: Removes 'immediate suspension' from the exceptions to progressive discipline and expands pre-discipline notice and contents, including specific requirements for evidence and timing.

Article 6 – Union Management Communications Committee (UMCC): Creates a 10-day timeframe for exchanging agenda topics and providing Union committee member names to assist with preparation.

Article 8 – Union Activities: Adds rights to Union bulletin boards in work spaces to facilitate communication with members.

Article 12 – Non-Discrimination: Updates language to include inclusive replacements for gender-specific language.

Article 15 – Review Periods and Non-Permanent Appointments: Adds language to address job abandonment, including employee notification and appeal rights.

New Article – Bereavement Leave: Incorporates this leave category into the contract, increases bereavement leave from 3 to 5 days, adds more inclusive language, and expands the definition of qualifying family.

New Article – Commute and Van Pool: Incorporates commute trip reduction language into the contract and adds the new WSDOT van pool program.

New Article – Diversity, Equity, and Inclusion (Current MOU B): Moves DEI into the contract, strengthens language, and includes DEI as a standing agenda item for UMCCs.

Appendix A – Health Care Benefits Amounts: Employer medical contribution remains 85% and added standalone vision to employer-paid benefits.

Current MOU A – Dependency Caseloads: Renewed MOU and added a workgroup to explore the feasibility of a CYF workload study.

Current MOU C – Data Sharing Agreement: Renewed MOU that would have otherwise expired.

Current MOU E – Medical Flexible Spending Arrangement Workgroup: Renewed MOU that would have otherwise expired.

Your AWAAG 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)