



# Summary of Tentative Agreement

## Reached for WWU 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 Western Washington University, bargaining units 1 and 2. It does not cover every article or every provision.

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

### MAJOR GOALS

#### Major goals achieved include:

- Compensation
  - General wage increases of 3% for 2025 and 2% for 2026
  - 1% increase to regional compensation, for a total of 3%
  - Created a new category of assignment pay; employees to receive a two-range increase for all hours spent on snow removal
  - Increase of \$5 per hour to the minimum wage guarantee, from \$18 to \$23 per hour
- Healthcare
  - Maintained the 85% employer contribution to Healthcare Benefit Amount;
  - Added Stand Alone Vision;
  - Increase FSA amount to \$300 and raised the cap for eligibility to \$68,004.
- Added new language providing for up to 12 weeks paid pregnancy disability or parental leave.
- Created a new section requiring the provision of dedicated lactation spaces for employees who need them

**Union Members - Please VOTE to ratify this agreement!**

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

# **HIGHLIGHTS**

## **OF THE GAINS IN ECONOMIC ARTICLES**

### **Article 11- Holidays**

- Clarified language on eligibility for holiday pay

### **Article 12- Vacation Leave**

- Updated to conform with changes to state law, increasing the maximum accrual from 240 to 280.

### **Article 16- Family and Medical, Parental, Pregnancy, Disability and PFML**

- Added new language providing for up to 12 weeks paid pregnancy disability or parental leave.

### **Article 19- Miscellaneous Paid Leaves**

- Expanded bereavement leave from three (3) to five (5) days; added one (1) additional personal leave day, for a total of two (2) per year.

### **Article 22- Uniforms, Tools and Equipment**

- Added custodians to work clothing allowance, including non-FDO custodians
- Increased work clothing allowance from \$200 per year to \$225 per year for employees functioning in a building trades or custodial capacity
- Added Mail Room Workers to the list of employees eligible for specialized footwear reimbursement (22.2)

### **Article 44- Compensation**

- General wage increases of 3% for 2025 and 2% for 2026
- 1% increase to regional compensation, for a total of 3%
- Created a new category of assignment pay; employees to receive a two-range increase for all hours spent on snow removal
- Increase of \$5 per hour to the minimum wage guarantee, from \$18 to \$23 per hour

# **HIGHLIGHTS**

## **OF THE GAINS IN GENERAL NON-ECONOMIC ARTICLES**

### **Article 28- Resignation and Abandonment**

- Added language including email address as a means of providing Notice of Separation
- Increased the number of days an employee has to petition for reinstatement from seven (7) days to ten (10) days

### **Article 29- Privacy and Off-Duty Conduct**

- Added language allowing for extenuating circumstances exception

### **Article 30- Discipline**

- Strengthened language about the employer's obligation to protect employee privacy with regard to discipline

### **Article 41- Union Activities**

- Increased number of union bargaining team members eligible for paid release time from seven (7) to eight (8).

### **Article 48- Employee Lounge Facilities**

- Created a new section of the article requiring the provision of dedicated lactation spaces for employees who need them

### **Article 51- Inclement Weather**

- Added language committing WWU to abiding by state rules regarding outdoor heat exposure

**Your WWU 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 \(WFSE\)](#)