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WASHINGTON FEDERATION OF STATE EMPLOYEES Excerpts of what changed in re-negotiated General Government contract

For ease of reference, here are excerpts and/or explanation of changes in the re-negotiated 2009-2011 contract. This is what changed from the original tentative agreement you ratified in September 2008.

ECONOMICS

- **Article 42 – COMPENSATION**
- **Appendix F – 2009-2011 General Service Salary Schedule**
- **Appendix G – 2009-2011 N1 Range Salary Schedule**
- **Appendix H – 2009-2011 T Range Salary Schedule**
- **Appendix M – Assignment Pay**

The parties acknowledged that the economic terms agreed to in September 2008, including across-the-board raises, salary survey adjustments, classification adjustments and workers' comp payment allowances for high-risk jobs, are not funded based upon the state budget director's December 2008 finding that those terms were not economically feasible. Changes were made to Article 42 and appendices on the salary schedule and assignment pay to reflect no increases. Additions to the assignment pay list agreed to in September 2008 came off because of financial infeasibility.

• **Article 17.8 – Personal Leave**

The re-negotiated contract retains the two additional personal leave days, one in each year of the contract, with the following changes:

- In article 17.8 (A) – The following sentence was added: “School year employees who work at the School for the Deaf or at the School for the Blind may not use their personal leave during a school closure.”

- A new Article 17.8 (B)(3) was added:

“For positions requiring backfill or relief, the release from duty will not cause an increase in agency costs due to the need to provide coverage for the employee's absence.”

• **Article 43 – Health Care Benefits Amounts**

The re-negotiated contract retains the current formula where you pay 12% of your premium costs

and management picks up 88%. However, Article 43.4 – Wellness Incentive Program came out because of financial infeasibility.

NON-ECONOMIC ISSUES

- **Hours Of Work.** Under Article 6.3A2, the employer will consider an employee’s preference when adjusting the employee’s work schedule. This is the sentence that was added: “When adjusting an employee’s work schedule, the Employer will consider an employee’s preference as long as the agency can meet business and customer service needs and without causing an additional cost to the agency.”
- **Vacation Leave.** Under Article 11.4, accrual in the fifth, sixth and seventh years of service will be based on TOTAL years of employment, not the current continuous language. This brings the contract in line with work rules for unrepresented employees.
- **Work Related Injury Or Illness.** Article 19.1 was changed to reflect a 2007 law change allowing injured workers to take both sick leave and timeloss at the same time.
- **Union-Management Communication Committees.** Article 37.4 – Scope of Authority, had this sentence added: “The parties are authorized, but not required, to document mutual understandings.”
- **Shared Services.** Under a new Article 45.5, the union can suggest ways that one agency may expand operations to provide services to other state agencies—a way to mitigate budgetary constraints. This is the new Article 45.5: “The Union and the Employer acknowledge that there may be instances where the Employer might be able to expand operations and provide services to other state agencies. It is further acknowledged that such expansion may have a beneficial financial impact to the Employer and may mitigate the impacts of budgetary constraints. The Employer will consider proposals submitted to them from the Union.”
- **Workload.** The memorandum of understanding dealing with workload concerns was extended to June 30, 2010.
- **Appendix B.** Some classes added to Appendix B (overtime exempt) were taken off because they will not get special pay adjustments because of financial infeasibility.