



AFSCME COUNCIL 28 / WASHINGTON FEDERATION OF STATE EMPLOYEES

Summary of Tentative Agreement

Reached for American Behavioral Health Systems Bargaining Unit

2023-2025 Collective Bargaining Agreement

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) classified bargaining unit and American Behavioral Health Systems (ABHS) on April 5, 2023. It does not cover every article or every provision.

Read the complete Tentative Agreement document online at

<https://www.wfse.org/abhs>

MAJOR GOALS

Major goals achieved in tough economic times include:

- Average COLA increases of 2.5% each year of the Agreement (see Art. 29)
- Average wage increases of \$2.50/hour for Job Classifications making \$18/hour or less (see Art. 29)
- Longevity Pay (\$0.25) for all employees upon their Anniversary Date (see Art. 29)
- An additional \$0.25/hour for each employee effective July 1, 2023, to ensure everyone is making more than the starting wage rate for each Job Classification (see Art. 29)
- License renewal 100% paid by ABHS (see Article 8)
- **NEW** - Christmas Eve as a Paid Holiday (see Article 16)
- Compensatory Time for working overtime, effective July 1, 2024 (see MOU)
- Wage re-opener for any wage inequity within each job classification, effective July 1, 2024 (see MOU)

**Your ABHS Bargaining Team recommends you
VOTE TO ACCEPT this Agreement.**

HIGHLIGHTS OF THE ECONOMIC GAINS IN 2023-2025 ARTICLES

Article 29 – Compensation

- Average COLA increases of 2.5% each year of the Agreement
- Average wage increases of \$2.50/hour for Job Classifications making \$18/hour or less
- Longevity Pay (\$0.25) for all employees upon their Anniversary Date
- An additional \$0.25/hour for each employee effective July 1, 2023, to ensure everyone is making more than the starting wage rate for each Job Classification

Article 16 – Holidays

- **(NEW)** Christmas Eve as a Paid Holiday

Article 8 – Employee Training and Development

- License Renewal – 100% paid by ABHS

Memorandum of Understanding

- Maintain Medical, Dental and Vision Benefits
- Compensatory Time for Working Overtime, effective July 1, 2024
- Wage re-opener for any wage inequity within each job classification

HIGHLIGHTS OF THE NON-ECONOMIC GAINS IN 2023-2025 ARTICLES

Article 7 – Hours of Work and Overtime

- Voluntary Overtime offered in Seniority order

Article 22 – Uniforms, Tools, Equipment and Supplies

- ABHS will implement a monthly shopping list to purchase approved therapeutic supplies

Article 33 - Term of Agreement

- Date Changes

Please VOTE to ratify this agreement!

**Your ABHS Bargaining Team recommends you
VOTE TO ACCEPT this Agreement.**