



WASHINGTON FEDERATION OF STATE EMPLOYEES | AFSCME COUNCIL 28

## Summary of Tentative Agreement

Reached for Administrative Law Judges 2023-2025 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) bargaining unit and the State of Washington covering Administrative Law Judges on September 22, 2022. It does not cover every article or every provision.

Read the complete Tentative Agreement document online at: <https://www.wfse.org/bargaining-updates/administrative-law-judges-aljs>

### HIGHLIGHTS

- 4% across-the-board increase effective 7/1/2023
- 3% across-the board-increase effective 7/1/2024
- Lead ALJ salary range will increase from Range 72 to Range 73
- Senior ALJ salary range will increase from Range 74 to Range 76<sup>1</sup>
- Reimbursement of Washington State Bar dues for 2024 and 2025. ALJs who are not currently members of the Washington State Bar can also be reimbursed for the cost of getting admitted.
- \$1,000 one-time retention bonus for state employees employed on July 1, 2022 who remain employed with the state on July 1, 2023
- \$1,000 one-time incentive payment for receiving a COVID booster shot
- One personal leave day each year (in addition to the personal holiday we already have)
- Exchange Time will be awarded for up to 50% of hours worked over 10% of standard work schedule each quarter and can be used any time before June 30, 2025
- Management must give the union 21 days' notice of proposed changes to changes in working conditions and other mandatory subjects of bargaining (previously 7 days)