Extension of the 2019-2021 Washington State University/ Washington Federation of State Employees Collective Bargaining Agreement

This tentative agreement summarizes the revision to the 2019-2021 Washington State University/ Washington Federation of State Employees collective bargaining agreement (Contract or Agreement) that the parties have agreed to make as a part of renewing the Contract for the 2021-2023 biennium, July 1, 2021 – June 30, 2023. The parties agree that the terms and provisions of the 2019-2021 Agreement and all its appendices, and the 2019-0909 agreement on backflows attachments will continue unchanged in the 2021-2023 Agreement except as noted below.

Memo of Understanding (MOU) as follows:

• For the term of the July 1, 2021 – June 30, 2023 Contract it is agreed by the parties that there will be no general salary increase, however the parties may re-open negotiations on compensation adjustments before July 30, 2021 dependent upon the economic forecast based on the Office of Financial Management’s (OFM) revenue forecast as well as based on the University’s fiscal health, feasibility. Indicators of economic feasibility will be: the Office of Financial Management (OFM) determines implementation of such adjustments is economically feasible and the legislature appropriates funding in accordance with applicable law; if a State initiative or referendum is submitted to the voters and is passed that specifically provides funding for general salary increases for higher education employees; or the University provides across the board salary increases to Civil Service employees. If tentative agreement is achieved, the University will submit a request to OFM for a finding of financial feasibility.
and, if such a finding is made, for approval and funding by the Governor and Legislature when necessary.


- Should WSU be required to engage in cost savings associated with the Contract, WSU will have the right to take measures to meet the cost savings for impacted units, including but not limited to furloughs and/or freezing periodic increment date (PID) increases for the term of the Contract. **WSU will notify and discuss the decision with the WFSE per Article 1.7. The WFSE will have the opportunity to discuss and/or negotiate the decision and/or impacts of such determinations and provide alternatives for WSU’s consideration as outlined in Article 1.728.**

- Article 30—TERM OF THE AGREEMENT
  - Upon ratification by WFSE, the Agreement will be submitted to the Board of Trustees for approval. The Agreement will take effect July 1, 2021 and remain in full force and effect through June 30, 2023.
  - The Contract may be amended or supplemented by the parties via MOU or agreement through union management meetings as outlined in Article 28, to reflect any changes required to be made per federal law, state statute, or state rules or per the parties’ agreement on other non-economic items.

WSU reserves the right to withdraw or amend this What-If proposal at any time and without penalty.

**TA**

Kendra Wilkins Fontenot  
Digitally signed by Kendra Wilkins-Fontenot  
Date: 2020.09.22 11:42:37 -07'00'

Mark Hamilton  
Digitally signed by Mark Hamilton  
Date: 2020.09.23 07:45:33 -07'00'