

Collective Bargaining Agreements

FY2023 Agreements

Amanda Cecil, Fiscal Analyst

November 15, 2021

WASHINGTON STATE



Ways & Means Committee

2021-23 Reopener Provisions

- Master agreements for the biennium are generally adopted with the biennial budget.
- Some agreements included reopener clauses, but agreements can be reopened at any time with mutual agreement of the employer and employee representative.
- Provisions that require funding must be approved by the legislature prior to taking effect.
- All 26 state employee and four non-employee agreements were reopened during 2021 to negotiate increased salaries.

Summary of State Employee Agreements/Award

- General wage increase of 3.25%
- Lump sum payments – Longevity & Recruitment/Retention
 - Amount varies by agreement
 - Up to \$3,400
- Outliers
 - WSP Officers – General wage increase of 10%.
 - Fish and Wildlife Officers – Job classification restructure and alignment including base pay increases ranging from 4.0% to 18.1%.
 - Teamsters (Arbitration award) – 4.0% general wage increase, significant targeted classification changes up to 15% for certain jobs.

Estimated Cost of Awards and Tentative Agreements

2021-23 State Employee Interest Arbitration Awards and Tentative Agreements

Dollars in Thousands	Headcount	2021-23 NGFO	2021-23 Total State Funds	4-Year NGFO
General Government RCW 41.80	49,735	\$149,060	265,046	349,583
Higher Education RCW 41.80 (Bargained by OFM)	7,486	12,670	24,541	27,396
Fish and Wildlife and State Patrol Officers RCW 41.56	1,333	1,579	16,743	4,742
DOT/Washington State Ferries RCW 47.64	1,729	0	8,145	0
Total	60,283	\$163,309	\$314,475	\$381,721

2021-23 Non-State Employees

Dollars in Thousands	Headcount	2021-23 NGFO	2021-23 Total State Funds	4-Year NGFO
Non-State Employees RCW 41.56 & RCW 74.39A	49,367	\$93,587	\$147,330	\$201,186

2021-23 Non-Represented State Employees

Dollars in Thousands	Headcount	2021-23 NGFO	2021-23 Total State Funds	4-Year NGFO
Non-represented Employees	16,815	\$62,431	\$108,590	\$186,969

The end.

- Questions?