

October 13, 2022

Overview and Themes of 2023-2025 Collective Bargaining

Joint Committee on Employment Relations

OFM

OFFICE OF FINANCIAL MANAGEMENT



Topics to be covered

- Overview of the collective bargaining process
- Key workforce strategies
- Outcomes of tentative agreements and interest arbitration awards
- What's next

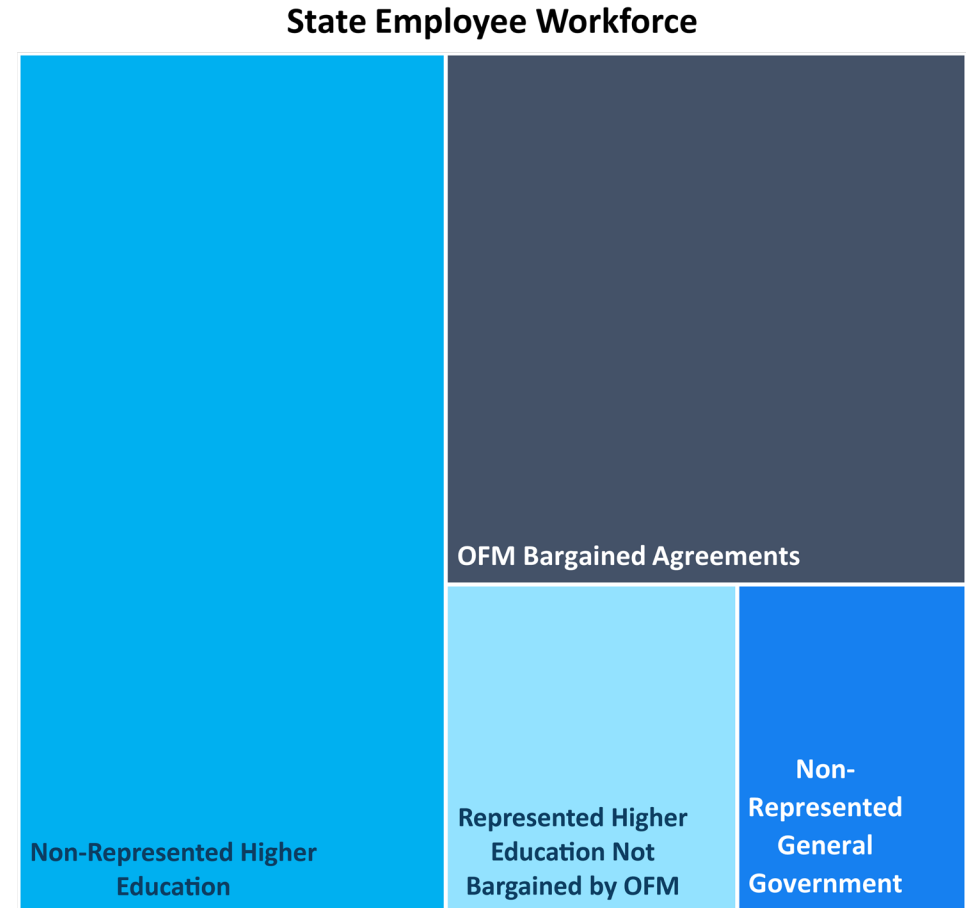
Overview



OFM bargaining responsibilities

OFM bargains with:

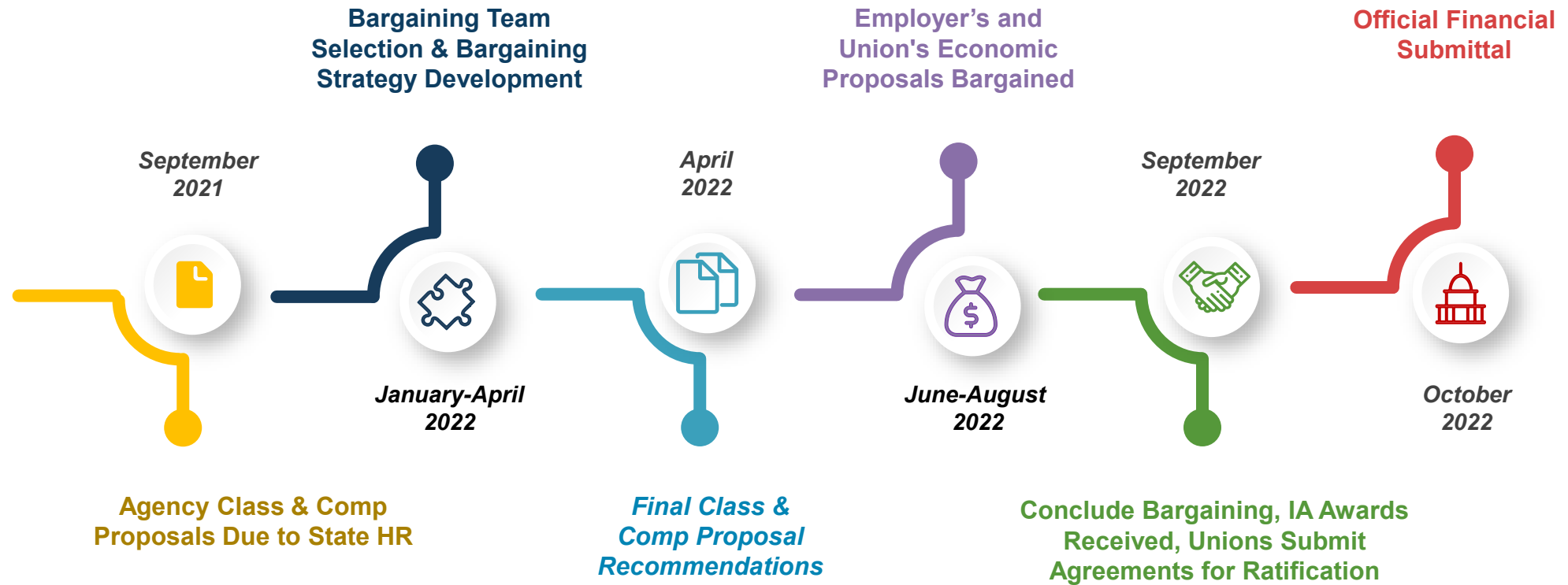
- General government executive branch
- Most two-year community colleges
- State employee healthcare coalition table
- K-12 employee healthcare coalition table
- Non-state employees (adult family home providers, childcare providers, and language access providers)



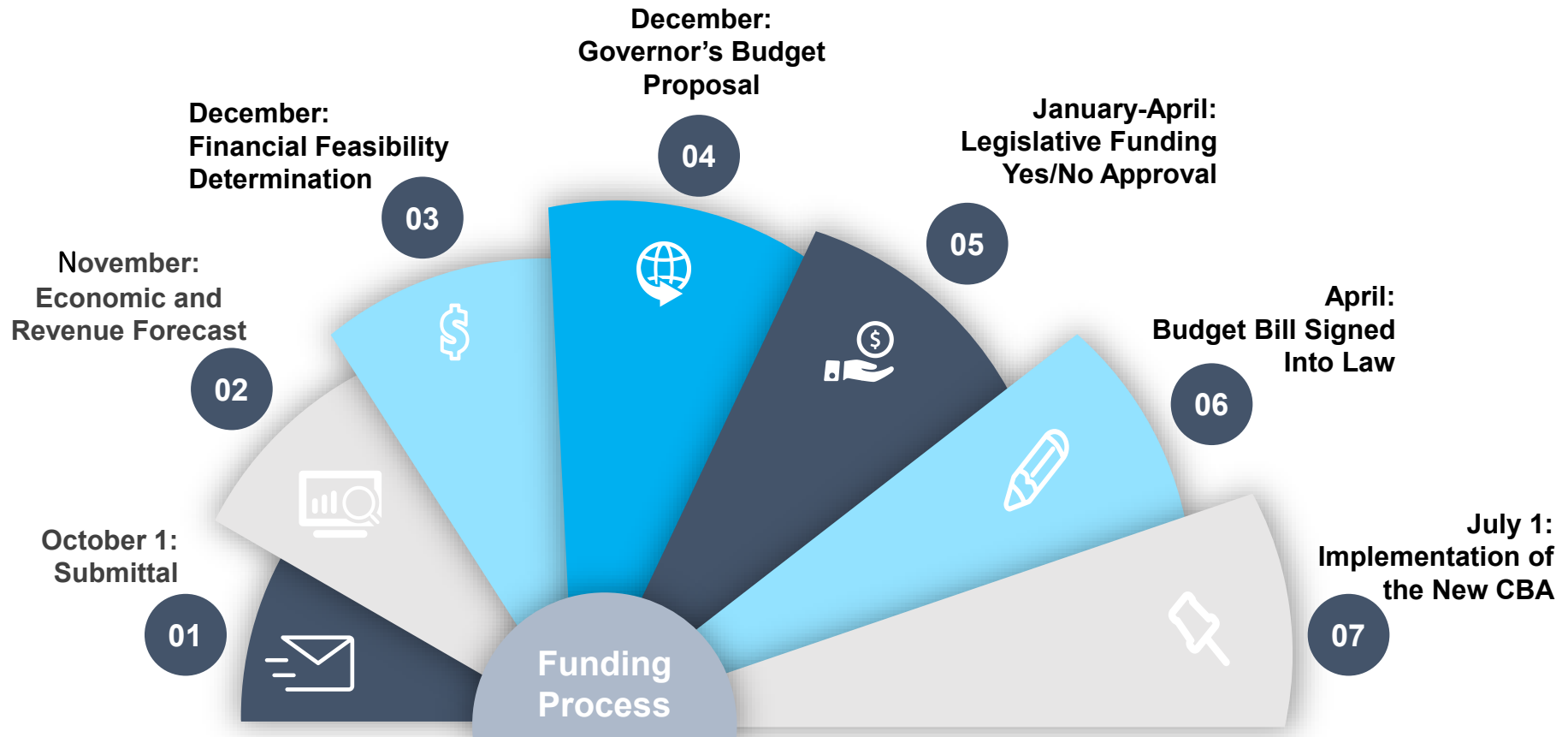
Overview of structure

RCW chapters	Employee groups	Employee counts	Noninterest arbitration	Interest arbitration eligible	Total agreements
41.80	General government	54,656	8	3	11
41.80	Higher education	4,196	2	-	2
47.64	Washington State Ferries	1,747	-	12	12
41.56	State Patrol and Fish & Wildlife commissioned officers	1,357	-	4	4
41.56 & 74.39A	Non-state employees	6,523	-	3	3
	Totals		10	22	32

Collective bargaining timeline



Collective bargaining funding process



2023-2025 bargaining themes



- Modernize language for a hybrid work environment
- Address staffing shortages (institutions, hospitals, ferries, etc.)
- COVID-19 vaccine requirement and booster incentive
- General wage increase
- Targeted/range increases
- Invest in access to services (non-state employees: language access providers, adult family home providers and childcare providers)

Status

- Interest arbitration awards published on Office of Financial Management website and tentative agreements published by Nov. 15
- Budget information for each agreement also posted
- Financial feasibility determination
- Governor's proposed budget to be released by Dec. 20

Estimated costs of tentative agreements and awards

2023 – 25 State Employee Interest Arbitration Awards and Tentative Agreements (Dollars in thousands)			
Type of Agreement	Headcount	2023-25 GF	2023-25 Total Funds
General Government Chapter 41.80 RCW	54,656	\$645,200	\$1,191,100
Transportation/Washington State Ferries Chapter 47.64 RCW	1,747	\$0	\$44,500
Higher Education (OFM negotiated) Chapter 41.80 RCW	4,196	\$27,800	\$58,700
Fish and Wildlife and State Patrol Officers Chapter 41.56 RCW	1,357	\$3,900	\$34,500
Total	61,956	\$676,900	\$1,328,800

Estimated costs of tentative agreements and awards

2023 – 25 Nonstate Employee Interest Arbitration Awards and Tentative Agreements (Dollars in thousands)			
Type of Agreement	Headcount	2023-25 GF	2023-25 Total Funds
Adult Family Homes <i>Interest Arbitration Award</i>	1,900	\$153,300	\$339,000
Family Childcare Providers	3,612	\$217,000	\$217,000
Language Access Providers <i>Interest Arbitration Award</i>	1,011	\$2,500	\$2,500
Total	6,523	\$372,800	\$558,500

2023 – 25 School Employee Health Insurance Bargaining Coalition (Dollars in thousands)			
		2023-25 GF	2023-25 Total Funds
Total		\$351,400	\$351,400

Deeper look: General Government



Deeper look: General government

General wage increase of 4%/3%

\$1,000 lump sum booster incentive

Retention and longevity payments for specific job classes

Shift premium increase for eligible shifts & nurses

Premium pay for direct care employees working in facilities

Targeted Increases for hard-to-fill positions

Healthcare split at 85/15 and FSA contribution

\$500 lump sum for high-risk employees

Support for continuing education and development

\$1,000 recognition & retention lump sum payment

General government – arbitration awards

Teamsters 117/DOC

- General wage increase of 6%/4%
- \$1,000 lump sum booster incentive
- \$1,500 lump sum payment
- Step M converted to regular step
- Targeted increases to address positions below market
- Assignment pay/premium pay investments

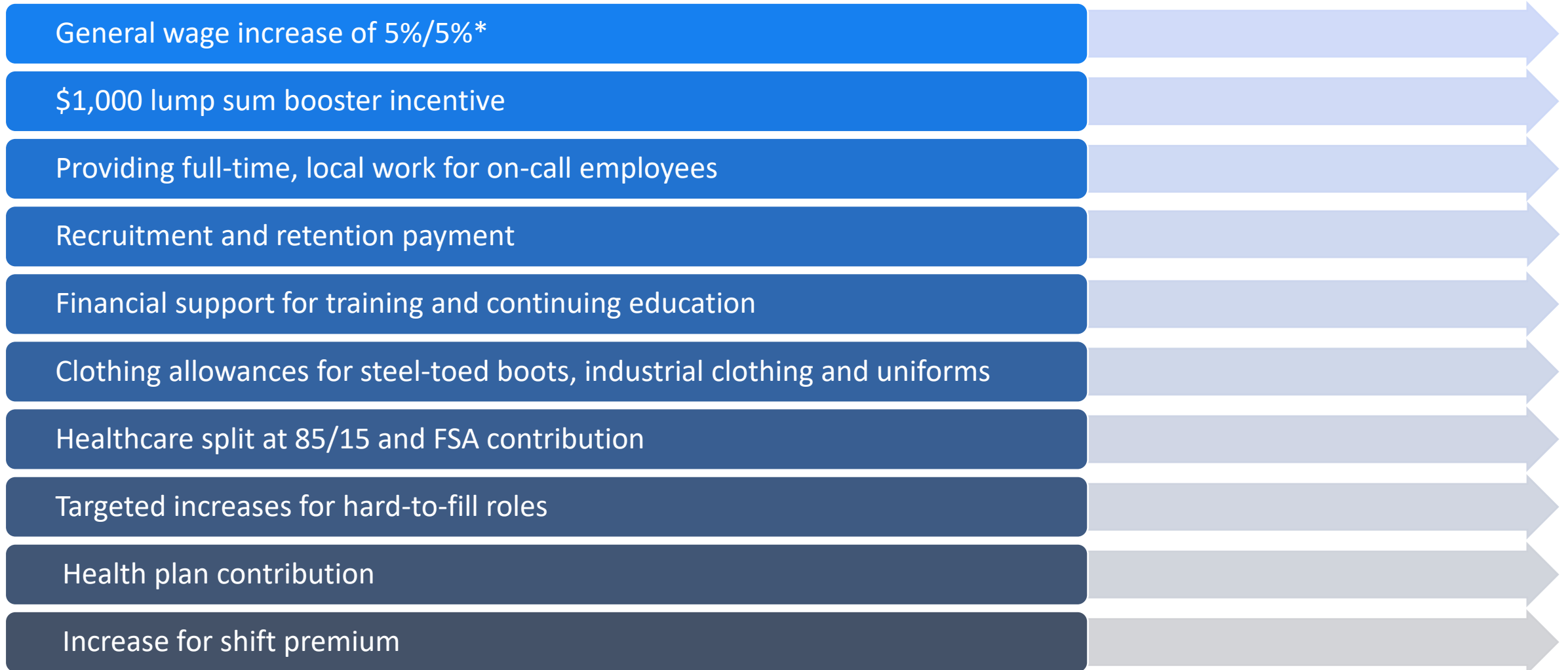
WSFE – DOC specific

- General wage increase of 4% on July 1, 2023, 2% on July 1, 2024, and 2% on January 1, 2025
- Increase in shift premium to \$2.50 per eligible hour
- Targeted increases to address positions below market
- Assignment pay for Community Response Unit, Civil Commitment Unit, and Essential Prison Backfill positions

Deeper look: Washington State Ferries



Deeper look: Washington State Ferries



**Note: some WSF unions negotiated higher general wage increases or were awarded higher percentages in Interest Arbitration, which can be seen in the financial detail summary*

Washington State Ferries

	7/1/23	7/1/24	IA Award	TA	Notes
FASPAA	5%	5%		X	<ul style="list-style-type: none"> Provide clothing allowance for terminal supervisors
IBU	8%	6%	X		
MEBA L	5%	4% + \$.65/hour	See notes	X	<ul style="list-style-type: none"> Chief Engineer and Alternate Staff Engineer additional \$.65/hour over Vacation Relief Assistant Engineer
MEBA PE	5% 5%	3% 5%		X	<ul style="list-style-type: none"> Sr. Port Engineer/Maintenance & Operations Port Engineer/Digital Systems Port Engineer Maintenance Analyst Project Engineer
MEBA UL	5% + 2%	5%		X	<ul style="list-style-type: none"> 2% targeted market adjustment first year Qualifying Oilers w/Engineer Officer License 10% above base
MM&P – Masters	6%	5%	X		<ul style="list-style-type: none"> Master supervisory differential of 5% over highest paid Deck Dept. Employee Relief Masters 20% above regular rate of for regular Master Staff Masters 7.2% above Relief Master
MM&P – WCS	6%	5%		X	<ul style="list-style-type: none"> Watch Center Supervisor additional 4% of base wage
MM&P – Mates	6%	5%		X	<ul style="list-style-type: none"> Mate in Training \$2 less than Second Mate Second Mate supervisory differential of 5% over highest paid Deck Dept. Employee Mate 7% separation above Second Mate Relief Mates 20% above regular Mate
Metal Trades	8%	5%	X		
OPEIU 8	5%	5%		X	<ul style="list-style-type: none"> One range increase for Crew Dispatcher/Relief Crew Dispatcher/Dispatch Coordinator/Bid Administrator
Carpenters	5%	5%	X		
SEIU 6	5% 5%	5%		X	<ul style="list-style-type: none"> Hourly wage rate for Janitor increased by 5% Salary ranges for Janitor/Janitor Foreperson increased by 5% Janitor and Janitor Foreperson 5% year two

Deeper look: Health care



Deeper look: Health care (PEBB)

85/15 contributions



FSA contribution of \$250
per eligible employee

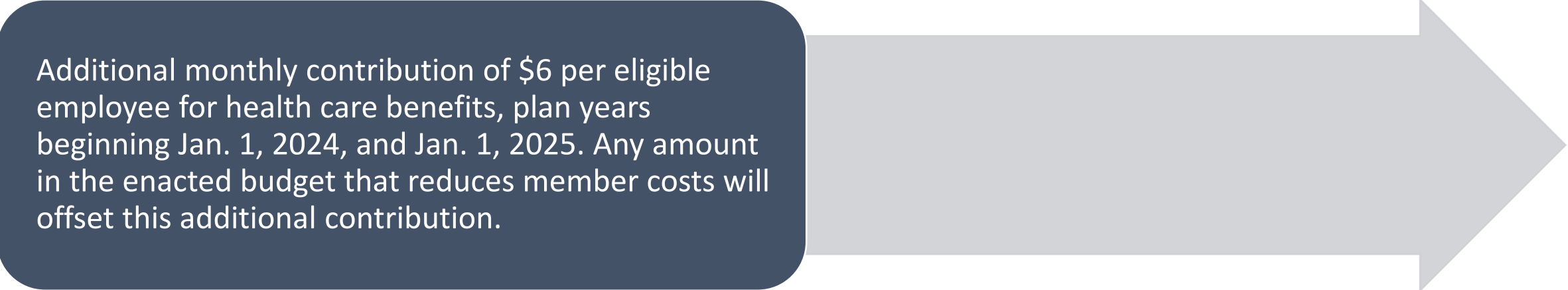


Deeper look: Health care (SEBB)

85/15 contributions



Additional monthly contribution of \$6 per eligible employee for health care benefits, plan years beginning Jan. 1, 2024, and Jan. 1, 2025. Any amount in the enacted budget that reduces member costs will offset this additional contribution.



Deeper look: Nonstate employees



Deeper look: Nonstate employees

Payment of background check fees on behalf of family childcare providers

Increase hourly rate for Friends, Family, and Neighbors

Increase base rate of pay for family childcare providers & adult care providers

Increase cost-of-care base rate enhancement for licensed family childcare providers

Increase rate of pay for interpreting services

Increase rate of pay for social service appointments

Removal of Social Service Mileage Pilot MOU

Nonstate employees – Arbitration awards

Adult Family Home Council, Adult Family Home Providers

- Increase base daily rates to 95%
- Increase in Expanded Community Service Daily Rate: FY24 \$221.91 & FY25 \$232.39
- Increase in Specialized Behavioral Support Add-on Rate to \$165
- Increase to HIV/AIDS House Rates: FY24 \$151.13 & FY25 \$158.15
- Increase to Respite Services: FY24 \$19.16 FY25 \$19.56
- Increase to Community Integration Payment: FY24 \$4.05 & \$FY25 5.10
- Meaningful Day add-on rate for both DDA and HCS activities increased to \$40
- Adult Family Home Training Network increase: FY24 \$0.75 FY25 \$1.00

Washington Federation of State Employees, AFSCME Council 28 – Language Access Providers:

- In-Person Interpreting (IPI) hourly rate increases: FY24 6% and FY25 3%.
- Over-the-Phone Interpreting (OPI) minute rate increases: FY24 6.5% and FY25 3%.
- Video Remote Interpreting (VRI) minute rate increases: FY24 6% for the first 10 mins and 6.7% thereafter and FY25 3% for the first 10 mins and 3% thereafter.
- Social Service Block Appointments hourly rate increases: FY24 6% and FY25 3%.

Next steps and related issues



Upcoming and related issues

- Determination of financial feasibility
- Legislative review

For more information:

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