

May 8, 2026

JCER Committee Briefing 27-29 Collective Bargaining

Joint Committee on Employment Relations

Janetta Sheehan
Labor Policy Strategy Officer
Office of Financial Management | State HR



Agenda

- Workforce Overview
- Overview of the Collective Bargaining Process
- Bargaining to date – themes
- Budget Implications/Inflationary Impacts
- 25/27 Bargaining Costs

State of the workforce

State workforce headcounts:

- Executive branch – 75,005
- Legislative branch – 843
- Judicial branch – 754
- General government (excluding higher ed) – 76,602

State hybrid workforce (Exec branch):

- Approximately half the workforce participates in hybrid work
- This represents a varied workforce:
 - Remote-capable (admin, IT, policy)
 - Site-dependent (corrections, healthcare, field work)



State of the workforce

Employment types:

- 89.0% of the state workforce is classified (Washington General Service and Washington Management Service)
- 77.69% of the state workforce is covered by collective bargaining agreement
- 5.5% of the state workforce is at-will

State workforce diversity

- Compared to the broader workforce market, state public employment is keeping pace in some areas of workforce diversity and lagging in others.

Leading the market

- Black / African American representation
- American Indian / Alaska Native representation
- Veterans (still above, but declining)
- Female representation (slightly above, narrowing)

Lagging the market (Key gaps)

- BIPOC overall
- Hispanic/Latino
- Asian/NH/PI
- Persons with Disabilities

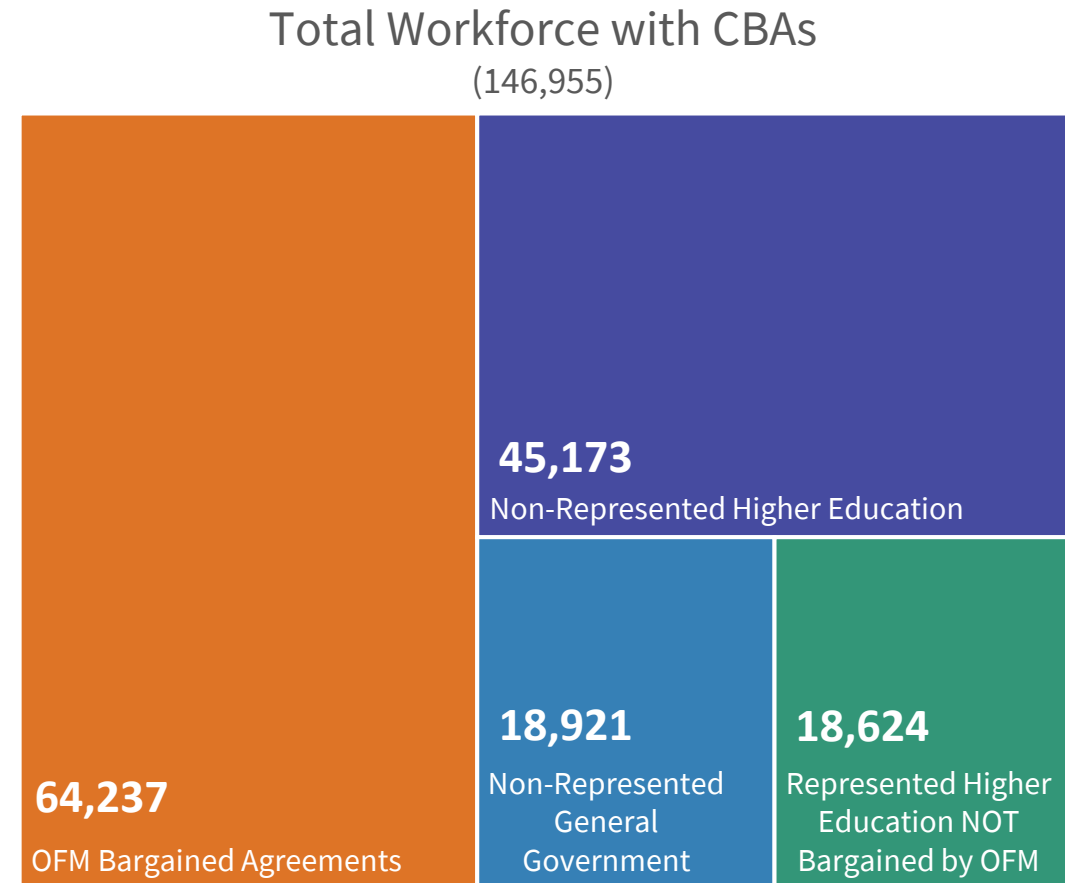
Overview of represented state employees

RCW Chapters	Employee groups	Employee counts	Non-Interest arbitration eligible	Interest arbitration eligible	Total agreements
41.80	General government	56,229	6	3*	9
41.80	Higher education	4,877	2		2
47.64	Washington State Ferries	1,769		12	12
41.56	Fish and Wildlife and State Patrol commissioned officers	1,362		5	5
41.56	Non-state employees	9,801		3	3
	Totals	74,038	9	22	32

OFM overall bargaining responsibilities

OFM bargains with:

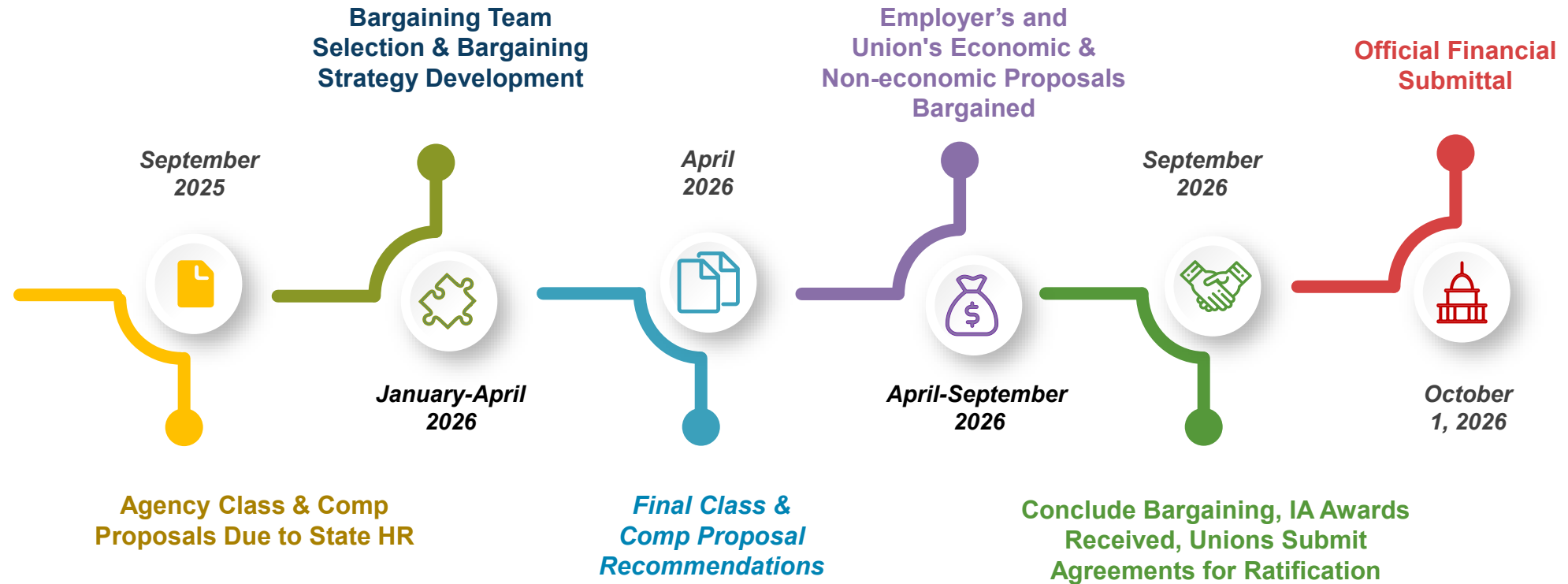
- General government agencies
- Most two-year community colleges
- State employee healthcare coalition
- K-12 employee healthcare coalition
- Non-state employees (adult family home providers, childcare providers, and language access providers)



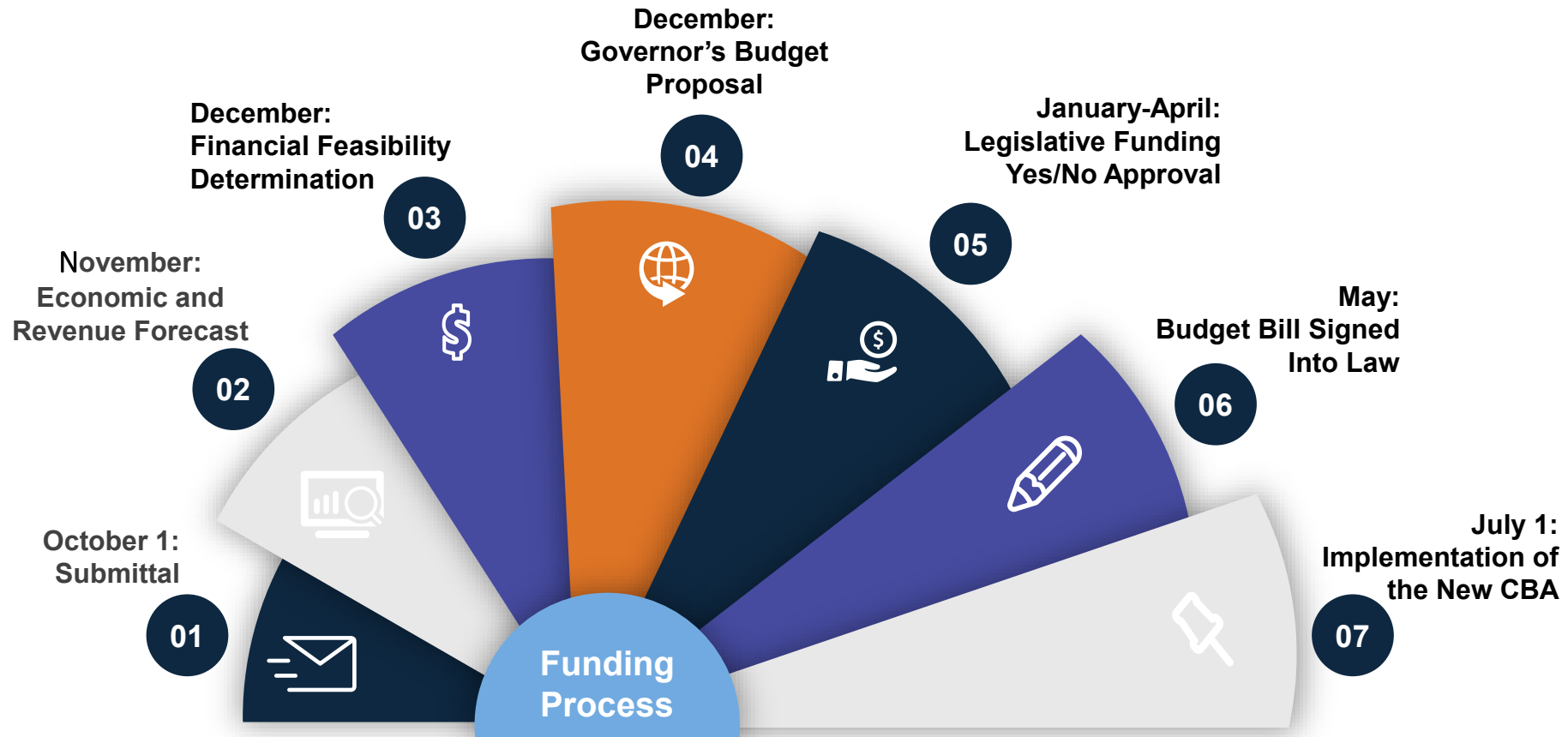
General objectives for bargaining

- Inclusive, safe, and equitable workplace
- Support and care for our state employee workforce
- Responsible adaptation to the modern workplace
- Reaching an agreement that is reasonable for everyone

Collective bargaining timeline



Collective bargaining funding process



Bargaining tables

- There are 30 bargaining tables across multiple sectors including trades, professionals, administrative staff, health care workers, law enforcement, and tables specific to health benefits bargaining for SEBB and PEBB.
- Starts in March and ends in September.
- Occurs on a rolling calendar with multiple tables bargaining simultaneously.
- Each table includes OFM labor negotiators, union negotiators and representatives from management and labor.

Initial themes from our labor partners

- Restricting use of AI for investigation reports, grievance responses, etc.
- Leave expansion and use, including for holidays, bereavement, personal holidays, natural disasters, critical incidents.
- Immigration impacts on employment (if detained that the union is informed); safety for all employees, training.
- Expanded access to union members' use of state time/email/equipment.
- Adjusting the classification system.



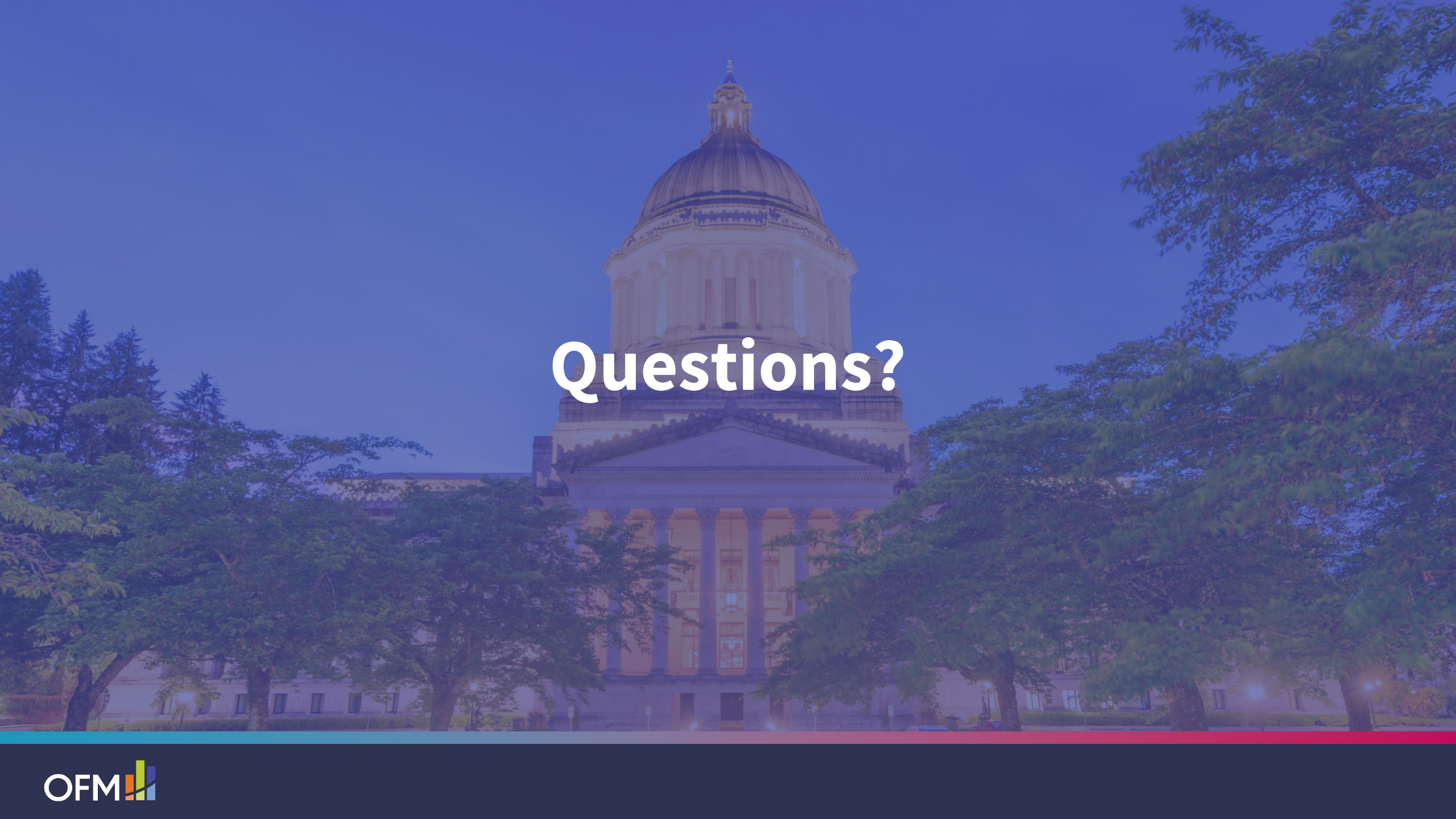
Challenges for 2027-29 budget

- Projected negative fund balance
- Revenue collections trending down
- Potential impacts of legal challenges
- High caseloads expected due to economic uncertainty & high inflation
- International conflicts impacting prices, ongoing federal funding uncertainty
- Labor market mixed with jobs increasing month-to-month but down year-over-year, coupled with rising unemployment.
- Seattle inflation is up and higher than the national average

Cost of 2025-2027 agreements/awards

State Employee and Non-State Employee Interest Arbitration Awards and Tentative Agreements (Dollars in thousands)

Type of Agreement	Total FTEs	2025-27 GF	2025-27 Total Funds	2027-29 GF	2027-29 Total Funds
State Employees (GG, Ferries, Higer Ed, Fish & Wildlife)	59,513	\$646,090	\$1,093,169	\$774,020	\$1,291,898
WPEA	4,724	\$19,027	\$36,240	\$23,140	\$43,779
Non-State Employees (Consumer Direct Employer, Adult Family Home Providers, Family Childcare Providers, Language Access Providers)	77,799	\$333,426	\$718,766	\$426,042	\$926,649
School Employee Health Insurance Bargaining Coalition (SEB Coalition)		\$569,410	\$572,731	\$526,372	\$529,446
TOTAL	142,036	\$1,234,527	\$1,702,140	\$1,323,532	\$1,865,123

A photograph of the Idaho State Capitol building at dusk, featuring a large dome and classical columns. The image is overlaid with a semi-transparent blue filter. The word "Questions?" is written in a large, white, sans-serif font across the center of the building. The foreground is filled with the silhouettes of trees.

Questions?



Appendix

Bargaining Tables

- FASPAA
- FWOOG
- Coalition
- ProTec 17
- WPEA GG
- WPEA HE
- WFSE ALJ
- AFHC
- Metal Trades
- Carpenters
- Teamsters 760
- WAFWP
- WFSE GG
- WFSE HE
- MEBA Port Engineers
- Teamsters 117
- WFSE AWAAG
- SEIU 1199
- OPEIU 8
- SEBB
- IBU
- MMP Masters & Mates
- WSPTA
- MEBA Licensed
- SEIU 925
- WFSE DOC
- MEBA Un-Licensed
- WSPLCA
- WFSE LAP
- PEBB

[Collective Bargaining Agreements - Office of Financial Management](#)

Funding for 2025-2027

State Employee Interest Arbitration Awards and Tentative Agreements (Dollars in thousands)

Type of Agreement	Total FTEs	2025-27 GF	2025-27 Total Funds	2027-29 GF	2027-29 Total Funds
General Government	54,999	634,573	1,028,071	759,707	1,211,348
State Ferries	1,747		29,105		36,614
Higher Education (OFM Negotiated)	2,745	11,526	16,545	14,344	20,318
Higher Education (Separately Negotiated)		17,475	78,691	20,536	111,338
Total**	59,491	\$663,574	\$1,152,412	\$794,587	\$1,379,618

** Does not include PEB health care coalition costs.

WPEA Agreements Funded 2026

State Employee Interest Arbitration Awards and Tentative Agreements (Dollars in thousands)

Type of Agreement	Total FTEs	2025-27 GF	2025-27 Total Funds	2027-29 GF	2027-29 Total Funds
General Government Chapter 41.80 RCW	2,592	11,971	22,633	14,358	26,972
Higher Education (OFM Negotiated) Chapter 41.80 RCW	2,132	7,056	13,607	8,782	16,806
Total*	4,724	\$19,027	\$36,240	\$23,140	\$43,779

* PEB health care costs for WPEA were accounted for during 2025-27 PEB coalition bargaining

Non-State Employee Funding for 2025-2027

Non-State Employee Interest Arbitration Awards and Tentative Agreements (Dollars in thousands)					
Type of Agreement	Total # Providers	2025-27 GF	2025-27 Total Funds	2027-29 GF	2027-29 Total Funds
Consumer Direct Employer*	59,898	172,785	390,472	252,902	571,531
Adult Family Home Providers	4,700	133,278	299,133	144,411	324,204
Family Childcare Providers**	4,200	24,453	24,453	25,452	25,452
Language Access Providers <i>Interest Arbitration Award</i>	901	2,910	4,708	3,277	5,462
Total	77,799	\$333,426	\$718,766	\$426,042	\$926,649

* Providers covered by the Consumer Direct Employer agreement.

** By law, child care subsidy base rates must achieve the 85th percentile of the market for licensed child care providers. Rates for Licensed Family Home providers were bargained to achieve the mandated level, per the 2024 Market Rate survey. The cost of these increases is not subject to financial feasibility but is noted here for awareness at \$216 million GF-S for the 2025-27 biennium.

Healthcare

School Employee Health Insurance Bargaining Coalition (SEB Coalition) (Dollars in thousands)

	2025-27 GF Funds	2025-27 Total Funds	2027-29 GF Funds	2027-29 Total Funds
Total	\$569,410	\$572,731	\$526,372	\$529,446