



Summary of Changes

2025-2027 Tentative Agreement with the State of Washington

Article 42 – Compensation

- 3% General Wage Increase in 2025
- 2% General Wage Increase in 2026
- Ability to earn comp time for callback
- Change from 6 hours to 4 hours to trigger supervisor pay for Licensing Service Representatives

Appendix I – Higher Salary Range for Targeted Job Classifications

- 2.5% in addition to the GWI for Transportation Engineers and Transportation Technicians
- 2.5% in addition to the GWI for Licensing Service Representative 1s
- 5% in addition to the GWI for Commercial Vehicle Enforcement Officer 1s and 2s
- 5% in addition to the GWI for Communication Officer 1s and 2s

Article 43 – Health Care Benefits

- Maintenance of 85%/15% Healthcare cost share
- Increase in maximum salary to qualify for State contribution to a Flexible Spending Account (FSA)
- Increase from \$250 to \$300 FSA contribution
- Stand-alone vision coverage

Preamble and Article 3 – Workplace Behavior

- Added language memorializing the State and Union’s commitment to Diversity, Equity, and Inclusion

Article 4 – Hiring and Appointments

- Clarified WSP transfer process

Article 6 – Hours of Work

- Expanded and improved telework language including a three-day requirement to notify employees of the need to come into the office on a scheduled telework day

Article 7 – Overtime

- Clarified Overtime rules for Communications Officers

- Increase maximum compensatory time from 160 hours to 240 hours *without* having to cash it out each year (most State contracts have that requirement)
- Added language to allow CVEOs to rollover 40 hours of compensatory time into the subsequent biennium

Article 11 – Vacation Leave

- Increased vacation maximum from 240 hours to 280 hours

Article 16 – Miscellaneous Leave

- Expansion of bereavement leave from 3 days to 5, to individuals who regularly reside in the employee's home, and the ability to use accrued leave for the loss of those who aren't covered by bereavement leave
- Additional leave for Wildfire relief and to get vaccinations during emergencies

Article 20 – Safety and Health

- Improved safety language at the Department of Licensing (DOL)

Article 22 – Drug and Alcohol Free Workplace

- Language providing protections for those who seek treatment for substance abuse disorders

Article 24 – Commute Trip Reduction and Parking

- Expansion of Vanpool benefit

Article 34 – Reasonable Accommodation and Disability

- Improved Reasonable Accommodation language

Article 39 – Labor/Management Communication Committee

- Improved language around Labor Management Communications Committee meetings

Article 46 – WSP Residency Requirement

- More flexible residency requirement for WSP

MOUs

- Maintenance of Plexiglass at the DOL
- Agreement with WSDOT to create incentive programs for specialized certifications and licensures similar to the Professional Engineer incentive currently in the contract