



# 2023-2025 Tentative Agreement with the State of Washington Summary of Changes

## General

- General Wage Increase of 4% on July 1, 2023 - the largest State wage increase in decades
- General Wage Increase of 3% on July 1, 2024
- \$1,000 retention bonus for those employed by 7.1.22 to acknowledge work done during the pandemic
- Increase in night shift premium from \$1 to \$2.50 plus an additional \$2.00 assignment pay for WSDOT employees performing inspections at night in designated corridors
- The ability to leave work early on paid time in inclement weather
- A provision mandating the State to automatically cease dues deduction once an employee promotes out of our union
- Telework language with a strong appeal process
- Expansion of Shared Leave and Family Medical Leave to comply with State statute and practice, including allowing employees to use leave to supplement the State's Paid Family Leave program
- Access to new employees during virtual orientations and the ability to send out informational updates via State email
- Stronger language to prevent the State from contracting services and a commitment to work collaboratively with PROTEC17 and other stakeholders on workforce and succession-planning issues
- Elimination of a provision allowing the employer to shift an employee's daily schedule by two hours without paying overtime
- Elimination of language requiring printing our contract, saving the Union and State thousands of dollars
- \$1,000 incentive to get a COVID-19 booster, which was a compromise from the State's original proposal to make the booster shot mandatory.
- A new, voluntary redeployment provision for those who want to perform essential work outside of their job classification during emergency situations
- A commitment that the State will participate in interest-based discussions regarding Tuesday through Saturday LSOs and Holiday pay, residency requirements for WSP, and LSR re-examination issues.
- An increase from three to five days' notice for temporary schedule changes for DOL and WSP
- New notice requirements for travel requiring overnight stays
- The ability to call in sick via email and other technology



## **DOL-specific changes**

- 5% targeted wage increases for all LSRs
- Elimination of a provision allowing the employer to avoid paying overtime to DOL members unless they work 2 hours past their shift
- A commitment to keep the plexi-glass barriers in LSOs

## **WSP-specific changes**

- 10% targeted wage increase for all CVEOs and COs
- 5% targeted wage increase for VIN officers
- 11% targeted wage increase for COAs
- 5% targeted wage increase for CVEO 1s at the Port of Entry
- 5% Assignment pay for CVEOs while performing Cargo Tank and Level VI Radioactive Material Inspections
- \$10.00 per hour premium for CVOs and CVEOs for hours spent instructing and receiving re-certification or instructor training on Hazardous Materials/Dangerous Goods, defensive tactics, post collision/brake technician, CVSA course materials, firearms, and EVOC.
- 1 hour of overtime for each day spent working as a Field Training Officer (FTO)
- 5% Assignment pay for CVEO 2s in New Entrant and Compliance Review positions
- Revised and streamlined transfer process for CVEOs
- Non-Investigatory Matter process for dealing with low-level issues at WSP
- Eliminating the provision allowing the employer to assign probationary CVEOs to rotating shifts

## **WSDOT-specific changes**

- \$5,000 incentive for those obtain their Professional Engineering License
- 2.5% targeted wage increase for Avalanche Control Specialists
- 2.5% targeted wage increase for Transportation Technician 1s
- 5% geographic pay for Transportation Engineer 1s in Chelan, Cowlitz, Snohomish, Spokane, and Whatcom counties
- 5% geographic pay for Transportation Engineer 2s in Clallam County
- 5% geographic pay for Transportation Engineer 3s in Kitsap, Pierce, and Clallam Counties
- 5% geographic pay for Transportation Technician 3s in Pierce County
- 10% Assignment Pay for certified asbestos workers while performing work in PPE around asbestos