

WSU/IUOE 2025-2027 Contract Changes Summary

DURATION:

The term of the new Contract is July 1, 2025 through June 30, 2027. This corresponds with the State of Washington's biennial budget, as required by law.

BARGAINING UNIT:

Bargaining Unit 21 - Stationary Engineers and Maintenance Mechanics and Information Technology Specialist 3 positions employed in the Washington State University Steam Plant.

ECONOMIC ITEMS:

Wages

- Effective July 1, 2025, general salary increase of three (3) percent
- Effective July 1, 2026, general salary increase of two (2) percent
- Should salary ranges assigned to job classifications on the Office of Financial Management's (OFM) Human Resources Classified Job Listing adjust upwards of those ranges currently assigned to employee classifications covered by this Agreement, those job classifications covered by this Agreement will adjust accordingly.
 - Departments with affected classifications will be notified once a final determination is made by the state

Special Pay

- A. Each classification in Table 1 is identified to be eligible to receive special pay based on the August 8, 2024, Director's Meeting. Implementation of any Special Pay provisions a contingent upon the provisions Article [24.4 Funding](#). The table below reflects the 2023-2025 Stationary Engineer salary ranges by job classification and the approved 2025-2027 special pay ranges.

Table 1

Job Classification	Class Code	Current Salary Range or Special Pay Range	Approved 2025-2027 General Salary Schedule Special Pay Range
Stationary Engineer 1	602J	46G	49G
Stationary Engineer 2	602K	50G	53G

NON-ECONOMIC ITEMS:

Flexible Schedule: Management will attempt to provide twenty-four (24) hour notice to relief shift workers of the alternate shift assignment and duration of alternate assignment. If twenty-four (24) hour notice is not possible, management will notify as soon as the need is reasonably determined. An employee will not be required to switch between day and grave shifts with less than 24 hour notice.

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Annual Leave:

- The maximum accrual of annual leave changed from 240 total hours to 280 hours.
- Should WAC 357-31 yield higher leave **accruals or** benefits, applicable to WSU civil service employees, than provided for in this, the University will follow the applicable WAC for employees covered by this Agreement.

Sick Leave:

- “Family member” definition was updated to: any individual for whom paid-sick leave usage is authorized in [RCW 49.46.210](#), as written or amended.
- Updates reasons for sick leave use:
 - Based on RCW 49.46.210

Bereavement Leave

- An employee may now request up to an additional three (3) days paid bereavement leave for exceptional circumstances, including: extended travel distance to attend funerals or memorial services, complexities or unusually administrative responsibilities arising in connection with a decedent’s estate or similar unforeseen circumstances requiring an extended absence from work. Such requests shall be made in writing to the Appointing Authority and include reason for additional leave request. Appointing Authority will review each request for approval or denial. Determinations will be provided in writing, and denials shall include the reason for the denial.
- Days as related to bereavement are based on the assigned standard schedule for the employee.
- Family member for bereavement leave is defined as currently written or amended in [WAC 357-01-172](#). A household member is defined as currently written or amended [WAC 357-01-182](#)

Maintenance Mechanic 4 MOU

Should a Maintenance Mechanic 4 position be approved for the Steam Plant and filled, while the duties of the position may meet the criteria for a supervisor, as outlined in the [WAC 357-01-317](#), the duties will not rise to the level of the criteria in [RCW 41.80.005\(13\)](#). The duties of the position would continue to include performing maintenance work for the unit.