

WSU/WFSE 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.

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
- The University agrees to pass through, any legislature approved salary increases to the General Services Salary Schedule to all job classes covered by this Agreement if the scales reflect a higher percentage than in Article 24.
 - Departments with affected classifications will be notified once a final determination is made by the state
- The University will continue to engage in reviews of classification compensation adjustments through the OFM Classification Compensation Needs Assessments process as the University deems appropriate, through the term of the Contract. Should salary ranges be approved and funded through the state to adjust upwards for WSU job classifications specifically, WSU will implement the adjustments no later than the date the legislature indicates the increases take effect.

Shift differential

- An employee regularly assigned to a work shift in which the majority of time is worked on a daily basis between 6 PM and 6 AM, will receive shift differential for all hours worked. The shift differential is two dollars, fifty cents (\$2.50) per hour, or four hundred thirty-five (\$435) dollars per month.
- Any increase to Shift Differential rates approved for the University will be universally applied to this Agreement.

NON-ECONOMIC ITEMS:

Non-Discrimination: Protected groups expanded to include chest feeding parents.

Employee Status Reports: Telework/remote status is included in the information provided to the union on monthly basis.

New Employee Orientation: The University will post a link to the Union informational video in the Newly Covered Union Membership Notification and on the Labor Relations website. As of June 24, 2025, this is pending information from the WFSE.

Annual Leave: The maximum accrual of annual leave changed from 240 total hours to 280 hours.

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

Parking MOU

- For Dining Services employees, who are regularly assigned by their department, to different work locations, the university will provide cross-numerical parking permits, within the same color zone. This provision will be in place for the 2025-2027 parking permit years. (August 1, 2025 – July 31, 2026, and August 1, 2026 – July 31, 2027) Dining employees who meet the above criteria are responsible for contacting Transportation Services directly to request cross-numerical parking permits.
- The University will designate the Cattle Feeding Lab parking lot (lot 190) as a blue lot for the life of the 2025-2027 parking permit years (August 1, 2025 – July 31, 2026, and August 1, 2026 – July 31, 2027). The parking permit rates shall only increase for this lot at the same amount as any other permit increase.