

WSU/WSUPG 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 4 - Nonsupervisory sworn personnel of Washington State University at the Pullman main campus.

ECONOMIC ITEMS:

Wages

- Effective July 1, 2025, general salary increase of five (5) percent
- Effective July 1, 2026, general salary increase of five (5) percent

Shift Differential: When the University assigns an employee to a work shift in which the majority of time is worked on a daily basis between 6 PM and 6 AM, there will be an additional two dollars and fifty cents (\$2.50)/hour paid for all hours worked. If the shift differential for other WSU employees increases, employees covered by this agreement will receive the higher amount.

NON-ECONOMIC ITEMS:

Holidays: *(Updating language to reflect equivalent hours)*

- Each officer shall be afforded twelve (12) floating holidays per year, which equates to one hundred and twenty (120) hours per year for employees on a 4/10 work schedule and ninety-six (96) hours per year for employees on a 5/8 schedule.
- During a fourteen (14) day twelve (12) hour shift work period, an employee that takes a holiday off during that work period will be charged for each hour of holiday leave.

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.
- Updated reasons for sick leave use based on [RCW 49.46.210](#).

Uniforms: Employees will be supplied with one pair of waterproof and breathable pants, upon request.

Footwear: \$500 footwear reimbursement and/or allowance for each bargaining unit member.