

1 The Employer and the Union agree to the current contract language for each of the
2 following Articles in the 2023-2025 State-WPEA-GG Collective Bargaining Agreement
3 continuing in the 2025-2027 State-WPEA-GG Collective Bargaining Agreement:

4 Article 1 – Recognition Clause

5 Article 5 – Performance Evaluation

6 Article 8 – Training

7 Article 9 - Licensures, Certifications, And Other Qualifications of Employment

8 Article 13 – Shared Leave

9 Article 16 - Non-Operational Worksites / Inability To Report To Work

10 Article 21 – Crew Supervision of Incarcerated Individuals DNR

11 Article 25 – Off-Duty Conduct

12 Article 26 – Employee Activity and Privacy

13 Article 27 – Residency Requirement - WSP

14 Article 29 – Presumption of Resignation

15 Article 30 – Grievance Procedure

16 Article 31 – Legal Defense

17 Article 32 – Personnel Files and Other Employee Information

18 Article 33 – Fitness for Duty / Reasonable Accommodation / Disability Separation

19 Article 34 – Seniority

20 Article 36 – Management Rights

21 Article 37 – Labor Management Communication Committee

22 Article 39 - Union Dues Deduction and Status Reports

23 Article 43 – Aviation Insurance

24 Article 44 - Voluntary Employees Benefits Association

25 Article 46 - Strikes

26 Article 47 – Entire Agreement

27 Article 48 – Savings Clause

28 Article 49 – Mandatory Subjects

29 Article 50 – Employee Assistance Program

30 Article 51 – Printing of Agreement (subject to potential renumbering of the Article)

TENTATIVE AGREEMENT REACHED

An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer:



Valerie Inforzato
Lead Negotiator
State of Washington, OFM/SHR/
Labor Relations &
Compensation Policy Section

Date: 6/20/2024

For the Union:



Steven Sloniker
Lead Negotiator
Washington Public Employees
Association

Date: 6/27/2024