



## **SUMMARY OF CHANGES**

### **2021-2023 Tentative Agreement with the State of Washington**

Cost of Living Adjustment (COLA): 0% on July 1, 2021 and July 1, 2022

Furlough Days: 24 scheduled furlough days through the 2021-2023 biennium with the opportunity to negotiate a reduction or elimination of furloughs prior to July 1, 2021

Article 2: Added “citizenship and immigration status” to the list of those protected against discrimination

Article 4: Streamlined and clarified LSR and CVEO transfer processes

Article 5: Added language protecting Performance Evaluations from allegations that were proven false

Article 6: Added an additional hour between shifts for WSP employees (from 9 hours to 10 hours) and educational language around the rights of nursing mothers

Article 8: Added two hours for Master Agreement and Shop Steward Training

Article 11: Added an existing MOU to contract language that expands LSR vacation opportunities and reduced the time management must respond to a vacation request from 10 calendar days to 5 business days

Article 13: Added language to reflect changes in law, specifically that employees can maintain 40 hours each of sick and annual leave while receiving Shared Leave. Previously, employees were required to exhaust this leave prior to accessing shared leave

Article 14: Included and clarified language regarding our state’s new Paid Family Medical Leave law

Article 15: Added the ability to telework when offices are open during inclement weather

Article 16: Expanded paid leave time allowed for employees to participate in life-giving procedures



Article 21: Incorporated an existing MOU regarding CVEO take-home vehicles and the ability for Communication Officers to have facial hair on the job

Article 40: Added union access language for employees transferring from a non-PROTEC17 position to a PROTEC17 position and improved Bargaining Unit lists to include work phone number and email addresses

Article 41: Clarified and streamlined the reallocation process removing the employee's supervisor from initial request

We extended the MOU we achieved for the 19-21 biennium providing a \$5,000 incentive for WSDOT engineers who take and pass the Professional Engineer exam

We extended two existing MOUs regarding CVEO probation and District 2 CO Overtime order

We agreed to a new MOU regarding the State's efforts around Diversity, Equity, and Inclusion (DEI)

We added an MOU memorializing the state's commitment around compensating employees with dual language skills, and involving PROTEC17 members in policies regarding telework