

# 2027-2029 PROTEC17 State Union Contract Summary

## General Provisions

- 0% General Wage Increase (GWI) for 2027
- Economic reopener for 2028 to negotiate a possible wage increase for the 2029 fiscal year
- **Two additional personal days specific to union-represented employees**
- **Expansion from 30 to 60 minutes with new employees at new employee orientations**
- **Ability to use State email for any non-partisan union communications**
- Increase notice from one to five days for employees unsuccessful in their trial service period
- Increase from 15 to 30 days for employees to revert to previous position during trial service period
- Protection from being required to come back to work for shift workers who work a graveyard shift
- Language specifying that time spent in temporary layoff will be considered time in pay status for the purposes of holiday compensation
- Expansion of Shared Leave to include those involved in immigration actions
- Ability to utilize bereavement leave to supplements Paid Family and Medical Leave compensation
- Addition of step-sibling in bereavement leave language
- Expanding previous Wildfire Disaster leave to apply to any disaster
- Ability to use personal days for reasons of faith or conscience
- Increase from 64 to 100 person days for members who participate in negotiations
- Clarification on dues deduction for those in temporary upgrades/promotions
- **Protection from Generative Artificial Intelligence (GenAI) and commitment to negotiate impacts with PROTEC17-represented employees**

## Telework Improvements

- Language mandating that the employer considers employees' personal circumstances when determining whether to approve or reject a telework request
- Ability for those who generally don't telework to telework when taking online trainings, courses, or other administrative tasks (WSDOT only)
- Inclusion of the word "specific" to business and customer service needs, creating a higher burden for the employer to justify a return-to-work mandate

### WSDOT-Specific Changes

- \$1,500 incentive for Transportation Engineer IIs and Transportation Engineer IIs in-training who complete the Engineer in Training (EIT) certification

### WSP-Specific Changes

- New requirement for CVEOs to graduate from basic training before becoming eligible to transfer
- Inclusion of probationary period and trail service language for CVEOs (former MOU A) in body of contract
- Clarification of responsibilities for CVEOs with take-home vehicles
- Incorporation of CO4s in the CBA, along with several language components specific to the newly-organized group
  - Preserved language for employer-sponsored membership in the Association of Public Safety Communications Officials International
- Reversion back to 240 compensatory time max for CVEOs
- Reduction from seven to four days to trigger pay for performing duties in a higher classification
- MOU to establish a workgroup to discuss and implement better rest time protections for CVEOs

### DOL-Specific Changes

- Tentative Leave protection for LSRs who are involuntarily reassigned, redeployed, or reassigned
- Requirement to notify employees when another LSR cancels approved tentative leave
- Renewal of MOU regarding Dual Language pay
- Renewal of plexiglass MOU

### Healthcare

- Maintain current contract language with an 85/15% cost share between the employer/employee and FSA salary maximum.