



WASHINGTON FEDERATION OF STATE EMPLOYEES / AFSCME COUNCIL 28

Summary of Tentative Agreement

**Reached for The Evergreen State College 2019-2021 Collective Bargaining Agreement
For SSSSU Bargaining Unit Members**

This summary highlights and explains the most significant provisions of the Tentative Agreement reached between the Washington Federation of State Employees (WFSE) Student Support Services Staff Union bargaining unit and The Evergreen State College (Evergreen) on March 27, 2019. It does not cover every article nor every provision.

Read the complete Tentative Agreement document online at

<https://tesc.wfse.org/tesc-contracts>

MAJOR GOALS

Major goals achieved in tough economic times include:

- 3% increase in 7/1/2019 (see Art. 40)
- 3% increase in 7/1/2020 (see Art. 40)
- \$100 Lump Sum July 25, 2019 (see Art. 40)
- Added Protections to Non-Discrimination (see Art. 2)
- Arranged series of meetings to research and propose automatic step increases (see MOU)
- Arranged option of meetings to discuss Evergreen's policies on work/life balance (see MOU)
- Added Sick Leave accruals for part-time employees (see Art. 14)
- Extended definition of qualifying family members for Bereavement Leave (see Art. 16)
- Added Pregnancy and Disability Leave (see Art. 17)

**Your Evergreen SSSSU Bargaining Team recommends you
VOTE TO ACCEPT this Agreement.**

HIGHLIGHTS OF THE ECONOMIC GAINS IN 2019-2021 ARTICLES

Article 40 – Compensation

- 3% across the board increase effective 7/1/19
- 3% across the board increase effective 7/1/20
- \$100 Lump Sum (see Art. 40)

HIGHLIGHTS OF THE NON-ECONOMIC GAINS IN 2019-2021 ARTICLES

Article 2 – Non-Discrimination

- Added Classes – persons who use trained guide or service animals, breastfeeding mothers, and victims of domestic violence

Article 8 – Hours of Work and Overtime

- Preserved discounted tuition waiver
- Established improved access to new employees during orientation to provide training and information regarding Union rights and protections

Article 9 – Dues Deduction and Status Reports

- Established access to Trustmark Universal Life Insurance for Long Term Care

Article 41 –Health Care Benefits Amounts

- Article unchanged, however, maintenance of the current split of 85/15
- Maintained ability to earn reduction of \$125
- Added \$250 medical spending credit to those earning \$50,004 or less annually

Please VOTE to ratify this agreement!

**Your Evergreen SSSSU Bargaining Team recommends you
VOTE TO ACCEPT this Agreement.**