

Negotiations between the Washington Federation of State Employees and Washington state

	Initial Proposal						Initial Proposal				
	Union Proposals						Employer Proposals				
	6/26/06	7/31/06	8/21/06	8/23/06	8/23/04	Final Contract	8/24/06	8/23/06	8/22/06	8/1/06	5/15/06
1.6% raise from July 1, 2006 made permanent.*	1.6%	1.6% (1.3% more to DOC)	1.6% (1.3% more to DOC)	1.6% (1.3% more to DOC)	1.6% (1.3% more to DOC)	1.6%	1.6%	1.6%	1.6%	1.6%	1.6%
July 1, 2007 Raise*	5%	5%	5%	5%	4.75%	3.2%	3.2%	3.2%	3.2%	2.5%	1.6%
July 1, 2008 Raise*	5%	5%	5%	5%	4.5%	2.0%	2.0%	2.0%	2.0%	2.0%	1.6%
Additional STEP Increase – General Gov	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%				
Longevity Step Increase – 20 years	5%										
Longevity Step Increase – 30 years	10%										
One-Time \$756 Payment Equivalent of 1.8% raise**	\$756	\$756	\$756	\$756	\$756	\$756	\$756	\$756	\$756	\$756	\$756
Classification Consolidation	\$5 Mil	\$8 Mil	\$8 Mil	\$8 Mil	\$8 Mil	\$8 Mil	\$8 Mil	\$8 Mil	\$8 Mil	\$8 Mil	\$8 Mil
Salary Survey	10%	15%	17.5%	20%	25%	25%	25%	25%	25%	25%	27.5%
Shift Premiums – Gen Gov	\$2.50 an hour	\$1.50 an hour	\$1.00 an hour	\$0.75 – evening \$1.00 – night	\$0.75 – evening \$0.75 – night	7/1/07: \$0.60 an hour on July 1, 2007 7/1/08: \$0.65 an hour on July 1, 2008	7/1/07: \$0.60 an hour on July 1, 2007 7/1/08: \$0.65 an hour on July 1, 2008	\$0.50 an hour	\$0.50 an hour	\$0.50 an hour	\$0.50 an hour
Shift Premiums – Nurses	\$2.50 – evenings \$3.75 – nights	\$2.50 – evenings \$3.75 – nights	\$1.50 an hour	\$1.50 an hour	\$1.50 an hour	\$1.50 an hour	\$1.50 an hour	\$1.50 an hour	\$1.50 an hour	\$1.50 an hour	\$1.50 an hour

* Includes “N” and “T” pay range assignments.

** Calculated from the average salary of union-represented employees in 2007, \$42,518.