

## 2007 - 2009 Costs of Labor Contracts Negotiated by LRO

Union	Description of Increase	GF-S	Other	Total Biennial
<b>Washington Federation of State Employees</b>				
	3.2% Salary Increase 7/1/2007	40,795,018	57,214,571	98,009,589
	2.0% Salary increase 7/1/2008	13,328,355	18,661,482	31,989,837
	Additional Step	24,054,030	36,734,595	60,788,625
	Phase 4 Class Consolidation	4,109,890	4,702,955	8,812,845
	Salary Survey to 25% Below Prevailing Rate	11,976,979	34,673,517	46,650,496
	Agency Requests	6,547,985	6,263,555	12,811,540
	Shift Differential Increase	724,537	499,809	1,224,346
		<b>101,536,793</b>	<b>158,750,484</b>	<b>260,287,277</b>
<b>Washington Public Employees Association</b>				
	3.2% Salary Increase 7/1/2007	3,994,516	4,177,029	8,171,545
	2.0% Salary increase 7/1/2008	1,304,212	1,362,615	2,666,827
	Additional Step	2,164,102	2,570,699	4,734,801
	Phase 4 Class Consolidation	219,845	390,134	609,979
	Salary Survey to 25% Below Prevailing Rate	2,293,995	2,044,349	4,338,344
	Agency Requests	1,069,188	1,064,487	2,133,675
	Shift Differential Increase	2,264	44,338	46,602
		<b>11,048,121</b>	<b>11,653,652</b>	<b>22,701,773</b>
<b>Teamsters</b>				
	3.2% Salary Increase 7/1/2007	16,881,784	-	16,881,784
	2.0% Salary increase 7/1/2008	5,507,025	-	5,507,025
	Additional Step	8,078,740	-	8,078,740
	Phase 4 Class Consolidation	1,359,138	-	1,359,138
	Salary Survey to 25% Below Prevailing Rate	17,061,982	-	17,061,982
	Agency Requests	16,391,675	-	16,391,675
	Geographic Pay (Franklin, Snohomish, Walla Walla (	4,101,675	-	4,101,675
	Shift Differential Increase	822,172	-	822,172
		<b>70,204,190</b>	<b>-</b>	<b>70,204,190</b>
<b>Coalition</b>				
	3.2% Salary Increase 7/1/2007	1,511,696	2,102,635	3,614,330
	2.0% Salary increase 7/1/2008	492,864	685,389	1,178,253
	Additional Step	934,211	1,365,128	2,299,339
	Phase 4 Class Consolidation	59,546	52,014	111,561
	Salary Survey to 25% Below Prevailing Rate	612,808	2,250,364	2,863,172
	Agency Requests	72,491	-	72,491
	Shift Differential Increase	5,013	137	5,150
		<b>3,688,629</b>	<b>6,455,668</b>	<b>10,144,297</b>
<b>United Food and Commercial Workers</b>				
	3.2% Salary Increase 7/1/2007	-	1,065,737	1,065,737
	2.0% Salary increase 7/1/2008	-	347,928	347,928
	Additional Step	-	606,770	606,770
	Shift Differential Increase	-	57,192	57,192
		<b>-</b>	<b>2,077,627</b>	<b>2,077,627</b>

Union	Description of Increase	GF-S	Other	Total Biennial
<b>International Federation of Professional and Technical Employees Local 17</b>				
	3.2% Salary Increase 7/1/2007	36,000	10,893,075	<b>10,929,075</b>
	2.0% Salary increase 7/1/2008	11,759	3,549,944	<b>3,561,703</b>
	Additional Step	19,824	7,348,576	<b>7,368,400</b>
	Salary Survey to 25% Below Prevailing Rate	24,613	13,872,552	<b>13,897,165</b>
	Shift Differential Increase	3,295	68,365	<b>71,660</b>
		<b>95,492</b>	<b>35,732,511</b>	<b>35,828,003</b>
<b>Service Employees International Union 1199</b>				
	3.2 Salary Increase 7/1/2007	2,328,319	1,439,399	<b>3,767,719</b>
	2.0% Salary increase 7/1/2008	764,199	471,486	<b>1,235,685</b>
	Salary Survey to 25% Below Prevailing Rate	12,873,743	7,827,643	<b>20,701,386</b>
		<b>15,966,261</b>	<b>9,738,528</b>	<b>25,704,789</b>
<b>Washington Federation of State Employees-Higher Education</b>				
	3.2 Salary Increase 7/1/2007	4,041,351	1,509,196	<b>5,550,547</b>
	2.0% Salary increase 7/1/2008	1,322,302	493,952	<b>1,816,254</b>
	Additional Step	1,496,110	551,383	<b>2,047,493</b>
	Phase 4 Class Consolidation	410,210	198,668	<b>608,878</b>
	Salary Survey to 25% Below Prevailing Rate	2,899,633	1,109,222	<b>4,008,855</b>
	Shift Differential Increase	143,923	8,780	<b>152,703</b>
		<b>10,313,530</b>	<b>3,871,201</b>	<b>14,184,731</b>
<b>Washington Public Employees Association-Higher Education</b>				
	3.2 Salary Increase 7/1/2007	2,912,037	914,640	<b>3,826,677</b>
	2.0% Salary increase 7/1/2008	954,452	300,449	<b>1,254,901</b>
	Additional Step	1,176,214	240,141	<b>1,416,355</b>
	Phase 4 Class Consolidation	197,849	36,486	<b>234,335</b>
	Salary Survey to 25% Below Prevailing Rate	2,152,648	576,227	<b>2,728,875</b>
	Shift Differential Increase	86,427	3,022	<b>89,449</b>
		<b>7,479,627</b>	<b>2,070,965</b>	<b>9,550,593</b>
<b>Health Care Super Coalition *</b>				
	12% Average Employee Contribution, Funding Rate of \$707 in FY 2008 and \$732 in FY 2009	21,201,000	23,192,000	<b>44,393,000</b>
	1.6% Salary Increase Added to Base	44,590,000	43,930,000	<b>88,520,000</b>
	<b>Grand Totals</b>	<b>286,123,644</b>	<b>297,472,636</b>	<b>583,596,281</b>

\* Costs are for all represented employees covered by the health care super coalition including four year higher education institutions. All contracts include 1.6% except Teamsters and WSU police at 2.9% and 3 units at WSU 2%. The 1.6% increase does not apply to I-732 eligible employees.