



## 2026-2028 COALITION LABOR AGREEMENT (CLA)

### TENTATIVE AGREEMENT HIGHLIGHTS

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If the CLA is ratified by the membership, here's what to expect:

- **Term of Agreement:** January 1, 2026, through December 31, 2028.
- **Wages:**
  - 3.75% GWI for 2026, 3.75% GWI for 2027, 3-4% COLA for 2028.
  - \$1500 Ratification Bonus.
- **Joint Labor Management Insurance Committee (JLMIC) Adjustments:**
  - 19% increase in County's per employee per month contribution.
  - Premium for Kaiser Permanente plan added.
  - Modest increases to premiums for Regence plans.
  - Emergency Room out-of-pocket maximum (ER OOP Max) removed from Regence plans.
  - Increases to Medical out-of-pocket maximum (OOP Max) for Regence plans.
- **Holidays:**
  - Holidays off on a regularly scheduled workday will now be paid based on regular compensation for those on alternative work schedules 4x10s, etc.
- **Professional Development:**
  - \$250,000 annually towards the Professional Development Fund each year to help members of the Coalition seeking additional training, education and professional development opportunities.
- **Job Postings:**
  - Notice if not selected for a position.
  - Ability to solicit feedback following recruitment process.
- **Sick Leave:**
  - Clean up to reflect actual accrual process and clarifications on parameters regarding sick leave can be used after accrual.
  - Modifications required due to changes in the law.

- **Vacation Leave:**
  - Improved accruals for employees with less than 60 months of service.
  - Clarifications on parameters regarding when vacation leave can be used after accrual.
- **Organ Donor Leave:**
  - Increased to ten (10) days of available leave.
- **Safety Gear and Equipment Allowance**
  - Increased footwear allowance to \$375 per calendar year.
  - Provisions on guaranteeing adequate PPE for all genders and body types.
- **NEW! Bilingual Pay Premium:**
  - New premium of \$1.00-\$2.00 per hour for employees who are designated in positions where bilingual skills are either desired or required.
- **NEW! Compensation Study for Certain Administrative Support County-Wide Classifications:**
  - Internal/External market review of 20 classifications.
  - 1-3 range adjustments achieved across the board.

**The Coalition has provided this summary in an effort to streamline the ratification process. We highly recommend review of the full redlined document which should be available through your union. Please connect with your individual union representatives with any questions on your Appendix Agreements and/or union ratification process!**