



STATE OF WASHINGTON

OFFICE OF FINANCIAL MANAGEMENT

Insurance Building, PO Box 43113 • Olympia, Washington 98504-3113 • (360) 902-0555

September 27, 2024

Amanda Hacker, President
Washington Public Employees Association
140 Percival Street NW
Olympia, WA 98502

Dear Ms. Hacker:

It is my understanding that there is a possibility that your membership could vote “no” on ratifying the tentative agreements that were signed by the Washington Public Employees Association and the Office of Financial Management, based on your team’s recommendation. I also understand that our labor relations team has shared with you that we do not believe this reflects bargaining in good faith.

Given that the October 1 deadline is fast approaching, we would like the WPEA union to clarify for us the effect that a “no” vote on ratification would have on the tentative agreements. We know that unions have different practices around this, so we want to confirm whether the WPEA union would have the ability to move the tentative agreements forward on its own *even* if the membership votes “no.” Please let Gina Comeau, our Labor Relations and Compensation Policy Section Chief, know the union’s position on this as soon as possible, as our team is currently preparing the October 1 submittals.

I would like to reiterate the following information that Gina Comeau and our lead negotiators shared with WPEA:

- Pursuant to chapter 41.80 RCW, the Legislature prescribes a biennial budget process with bargaining and tentative agreement submittal by October 1, 2024, for items to be included in the Governor’s 2025-27 budget.
- If we do not meet this deadline, by law OFM cannot request funds in the Governor’s budget to implement a two-year agreement.
- If an agreement is reached after October 1, 2024, OFM State Human Resources will submit the request for funds necessary to implement a one-year agreement to the director of the Office of Financial Management by October 1, 2025, and OFM will request the funds in the 2026 legislative session for the agreement to begin on July 1, 2026.
- OFM will not seek a modification of the law requiring us to submit all TAs for financial feasibility by October 1, 2024, in order for them to be considered and submitted to the 2025 Legislature for approval.

While we hope that the possibility of a “no” vote does not actually come to pass, we want to ensure that you are aware of the legal framework we are working within. In addition, we stand ready to continue in our good faith bargaining obligation if we do not have any WPEA agreements to submit on October 1, 2024.

Sincerely,

A handwritten signature in black ink that reads "Pat Sullivan". The signature is written in a cursive style with a long horizontal flourish at the end.

Pat Sullivan
Director

cc: Joby Shimomura, Chief of Staff, Office of the Governor
Kelly Wicker, Deputy Chief of Staff, Office of the Governor
Emily Beck, Deputy Director, OFM
Michaela Doelman, State Human Resources Officer, OFM
Kelly Woodward, Deputy State Human Resources Officer, OFM
Gina Comeau, Labor Relations and Compensation Policy Section Chief, OFM