

**WFCU/ OPEIU Local 8 CONTRACT NEGOTIATIONS**

**TENTATIVE AGREEMENT  
December 19, 2025**

**Revised top Read: ARTICLE 5**

**WAGES**

**Section 5.1 WAGE SCALE** The following table outlines the revised lowest and highest wage that will be paid for the corresponding positions in ~~2023~~ 2026:

	<b>2023 <u>2026</u> Range</b>	
	<b>Low</b>	<b>High</b>
<b><u>Non Exempt</u></b>		
<u>Human Resources</u>	<u>65,230</u>	<u>95,280</u>
Accountant/ <del>Human Resources</del>	<del>47,852</del> <u>53,100</u>	<del>76,422</del> <u>80,540</u>
Accountant II	<del>60,800</del> <u>70,150</u>	<del>106,180</del> <u>123,760</u>
Collector	<del>40,190</del> <u>47,520</u>	<del>54,900</del> <u>72,440</u>
Loan Officer	<del>48,000</del> <u>51,370</u>	<del>67,380</del> <u>76,790</u>
Loan Processor	<del>43,975</del> <u>47,220</u>	<del>56,501</del> <u>68,715</u>
Consumer Loan Manager	<del>56,395</del> <u>71,473</u>	<del>104,535</del> <u>120,200</u>
Member Service Representative I	<del>35,450</del> <u>44,304</u>	<del>47,320</del> <u>51,240</u>
Member Service Representative II	<del>36,940</del> <u>44,304</u>	<del>56,330</del> <u>67,640</u>
<del>Member Services Supervisor</del>	42,730	71,610
Virtual Services Representative	<del>40,000</del> <u>44,450</u>	<del>59,850</del> <u>62,020</u>
<del>Virtual Services Supervisor</del>	55,420	80,830
<u>MSR &amp; VS Lead</u>	<u>46,455-56,205</u>	<u>70,135 85,230</u>
Branch Manager	<del>68,300</del> <u>74,820</u>	<del>105,270</del> <u>115,090</u>
<b><u>Exempt</u></b>		
Branch Operations VP	<del>87,540</del> <u>90,200</u>	<del>161,790</del> <u>185,000</u>
VP of Lending	83,930	<del>183,720</del> <u>190,870</u>

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VP of Finance	86,160 <u>102,080</u>	196,160 <u>238,960</u>
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On an annual basis, the President/CEO will review and analyze the CUNA Staff Salary Report, share the results with the bargaining unit and adjust the wage ranges as appropriate.

If wage ranges in the CUNA Staff Salary Report go down employees will not have their wages reduced.

Wage increases will be as follows:

- **First year Increase** – ~~Nine percent (9%)~~ Six percent (6%) increase for exempt and non exempt staff to current rate of pay effective January 1, 2023 2026.
- **Second year Increase** – ~~After September 1, 2023 the parties agree to meet to negotiate health insurance benefits for 2024. At that time the parties agree to meet to negotiate wages for 2024, only if, as of the end of the second quarter of 2023, the credit union maintains a net worth ratio above 9.5% and has a loan to share ratio above 56.00%.~~ After September 1, 2026, the parties agree to meet to negotiate health insurance benefits for 2027. At that time the parties agree to meet to negotiate wages for 2027, only if as of the second quarter of 2026 the credit union maintains a net worth ratio of 9.5% and has a loan to share ratio above 56%.
- **Third year Increase** – ~~After September 1, 2024 the parties agree to meet to negotiate health insurance benefits for 2025. At that time the parties agree to meet to negotiate wages for 2025, only if, as of the end of the second quarter of 2024, the credit union maintains a net worth ratio above 9.5% and has a loan to share ratio above 56.00%.~~ After September 1, 2027, the parties agree to meet to negotiate health insurance benefits for 2028. At that time the parties agree to meet to negotiate wages for 2028, only if as of the second quarter of 2026 the credit union maintains a net worth ratio of 9.5% and has a loan to share ratio above 56%.

Once an employee reaches the high end of the scale, they will receive the wage increase as a lump sum bonus on the effective date of raises. This will prevent compounding wages over the top end of the corresponding position.

(new) Section 5.2 Once an employee reaches the high end of the scale, they will receive the wage increase as a lump sum bonus on the effective date of raises. This will prevent compounding wages over the top end of the corresponding position. The Employer and the Union agree to suspend the practice identified in this section 5.2, ~~for the life of this contract until January 1, 2026.~~ During the suspension all wages will be paid in the normal manner on the employees' paycheck.

**Revised to Read: ARTICLE 9**

**PAID TIME OFF/ LEAVE**

**Section 9.1(a) PAID TIME OFF** A regular employee shall accrue Paid Time Off according to

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the PTO schedule.

~~Vacation with pay shall be granted on the following basis. Vacation award~~ [Accrued PTO hours](#) shall be reflected on each employee's pay stub and made available as accrued.

<u>Length of Employment</u>	<u>PTO Accrual</u>	<u>Per Check</u>
Up to Six months	72 hours	5.538 hours*
Six months to One year	88 hours	6.769 hours*
Two years	176 hours	6.769 hours
Three years	216 hours	8.307 hours
Five years	256 hours	9.846 hours
Ten years	296 hours	11.385 hours
Fifteen years	336 hours	12.923 hours

\*Both 6 months and 1 year will reflect 13 paychecks.

Vacation [and other scheduled time off](#) shall be taken at a time agreeable to the Employer and employee. [When PTO is used for paid sick leave, employees must provide at least 10 days' advance notice when the need for leave is foreseeable, and notice as soon as practicable when the need for leave is not foreseeable.](#) ~~A week is defined as the average number of hours worked per week during the previous year not to exceed forty (40) hours per week.~~

**Section 9.1(b) PTO NOTIFICATION** Employees who must be absent shall promptly notify the Employer of their inability to report for work so that necessary adjustments in work assignment can be made to assure orderly continuity of the Employer's business. Employees who are absent and who neglect to promptly notify the Employer of this inability to report for work may be subject to discipline.

**Section 9.1(c)** Where applicable the Employer shall comply with the Federal Family Medical Leave Act, Washington Family Care Act, the Washington Family Leave Act and WA State Paid Family and Medical Leave, Leave for Victims of Domestic Violence, Sexual Assault & Stalking, absence covered by Leave for Spouses of Deployed Military personnel; absence covered by Leave for Certain Emergency Services Personnel as they may from time to time be amended.

When taking WA State Paid Family and Medical Leave workers do not need to exhaust any ~~vacation and sick~~ [PTO](#) leave before they take leave under the WA Sate Paid Family and Medical Leave.

**Section 9.1(d) WASHINGTON STATE PAID FAMILY AND MEDICAL LEAVE** The Employer will pay the employee and employer shares of the premium for the Washington State Paid Family and Medical Leave beginning January 1, 2020.

**Section 9.2 LEAVE OF ABSENCE WITHOUT PAY** Employees may be granted [an](#) extended leave of absence without pay, not to exceed twelve (12) weeks from the time that they leave work. [Any leave taken under this Section 9.2 shall not be in addition to leave which otherwise qualifies for Washington State Paid Family and Medical leave, and any such leave will run](#)

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concurrently with leave taken under Paid Family and Medical Leave. Employees may not take leave under this Section 9.2 which would not otherwise qualify for leave under WA State Paid Family and Medical Leave, until all paid leave available to the employee has been exhausted, ~~except that employees may take medical leave under this Section 9.2 and retain up to forty (40) hours of paid leave.~~ An employee on leave of absence shall have the right to return to his/her former position or a comparable position, at the employee's former rate of pay including intervening contractual increases, provided however, the employee shall not be entitled to reinstatement where the employee's employment would have been otherwise terminated pursuant to the terms of this contract. An employee will notify the Employer of intent to return at least three (3) weeks in advance of return to work. Leave under this Section 9.2 for reasons other than medical leave which is approved for WA State Paid Family and Medical Leave ~~may also be granted at the~~ must be approved by Employer in its sole Employer's discretion.

~~Medical Leaves of Absence shall only be granted under all of the following circumstances: twelve (12) months of continuous employment; leave is due to the employee's own serious medical condition or disability as recognized by state or federal law or to care for an immediate family member with a serious health condition as defined under state or federal law; leave is limited to once every twelve (12) month period calculated from the date the employee first takes leave on a rolling forward basis and Employer will require medical certification to substantiate the need for leave consistent with the federal law.~~ Compliance with the Washington State Family Leave Act or Federal law regarding Family Medical Leave Act, WA State Paid Sick Leave Law and WA State Paid Family and Medical Leave Program will take precedence.

If an employee takes a ~~medical~~ leave of absence without pay which qualifies for Washington's Paid Family and Medical Leave, Waterfront Federal Credit Union will continue medical/EAP coverage for up to three (3) months for the employee, or as may otherwise be required by law. After the three months have passed, the employee's insurance coverage will be discontinued unless the employee chooses to have continuing coverage under ~~COBRA~~ through Washington State's mini-COBRA laws, at the employee's own expense.

If an employee has chosen to take a leave of absence which does not qualify for leave under Washington's Paid Family and Medical Leave law, ~~that does not meet the medical definition in the above paragraph,~~ Waterfront Federal Credit Union will allow an employee to continue medical/EAP coverage for up to three (3) months. WFCU will pay the first month's premium of coverage. The employee will be responsible for the next two months of premiums and will reimburse WFCU accordingly. After the three months have passed, the employee's insurance coverage will be discontinued unless the employee chooses to ~~have~~ continue coverage through Washington State's mini~~under~~ COBRA laws at employee's expense.

Employees will not accrue paid time off (PTO) hours, nor will they be paid holiday pay, while on an unpaid leave of absence, including unpaid leave which qualifies for leave under Washington State's Paid Family and Medical Leave or Washington's workers' compensation laws.

An employee, who while on leave of absence, engages in other employment, or fails to report to work on the next regularly scheduled workday following the expiration of the leave (unless extended leave is requested and granted), ~~or fails to ask for a renewal of his/her leave on or before the expiration of his leave,~~ will be considered as having quit without notice and shall

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cease to be an employee of WFCU. Exceptions to this clause may be made by mutual agreement in writing between the Employer and the Union.

**Section 9.3 BEREAVEMENT LEAVE** Any regular employee suffering a death in the immediate family shall be allowed up to three (3) working days leave from work with pay. Member of the immediate family is defined as: Father, mother, sister, brother, spouse, son, daughter, stepchildren, grandparents, mother-in-law, father-in-law, aunts, uncles, nieces, nephews, first cousins, grandchildren, sister-in-law, brother-in-law or domestic partner. Up to two (2) additional days may be allowed when needed.

**Section 9.4 JURY DUTY** Regular employees who are called for service on a Court jury shall be excused from work for the days on **the entire time** which they serve, ~~up to two (2) weeks,~~ and **During this time, for a period of up to fourteen (14) consecutive calendar days, employees** shall be paid ~~the difference between the fee they receive for such service and the amount of straight-time earnings lost by reason of such service,~~ up to eight (8) hours per day, and forty (40) hours per week; provided however, an employee called for jury duty who is temporarily excused from attendance at court must report for work if sufficient time remains after such excuse to permit his/her return to work at least one-half (1/2) of his/her normal workday. In order to be eligible for such payment, the employee must furnish a written statement from the appropriate public official showing the date and time served, and the amount of jury duty compensation received.

**Section 9.5** Paid Time Off (PTO) may be donated to another employee who has exhausted all of their available leave ~~(all but forty (40) hours of their PTO).~~ The donor must keep a minimum of forty (40) hours, anything over this amount may be donated in increments of one (1) hour. When an employee is in need of donation, the Accountant/HR will send out an email to all staff identifying the need and the total amount of hours the employee is short. An employee who wishes to donate, will respond to the email indicating the amount of hours they would like to donate. The Accountant/HR will compile the donations and use them proportionally based on the amount donated. The donations will remain anonymous.

**Section 9.6 PTO ADVANCE SCHEDULING** The PTO Advance Schedule (Vacation) will be made available by November 1st of each year. Seniority rights shall prevail in the event of conflicting vacation dates scheduled prior to February 1st. Each employee is entitled to two (2) working days to review the vacation calendar. Vacation requests made prior to January 1st shall not be granted for time without pay. Vacation requests submitted after January 1st shall be approved on a first come first served basis.

Vacation requests shall be approved or denied in writing within two (2) weeks from date of request and, once approved by the Employer, may not be rescinded.

Vacation previously approved for exempt staff may be rescinded by mutual agreement (between the Employer and the exempt employee) for business necessity. Business necessity is defined as NCUA exam, external audits or reviews, employee is out on leave and there is no coverage besides the manager. Additional vacation requests throughout the year or after January 1 shall be approved or denied in writing within one (1) week of the request. (Employer open to discuss alternate proposal for vacation scheduling).

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**Section 9.7 MANDATORY LEAVE** All employees are required to take forty (40) consecutive hours of time off each ~~anniversary~~ calendar year. If this time is not scheduled in accordance with Section 9.6 the Employer may schedule the required time off. Any PTO including floating holidays may be applied to the required week off, if available.

**Section 9.8 SALE OF PTO** ~~If at the end of an employee's anniversary~~ the calendar year, the employee has more than forty (40) hours of accrued ~~An employee may sell unused PTO in their PTO bank, they may sell the excess hours at their current rate of pay in lieu of carrying the excess hours into the following anniversary year.~~ anytime during their anniversary year, as long as they have already taken the required forty (40) consecutive hours of time off in accordance with Section 9.7.

**Section 9.9 CARRY OVER** An employee may carry over to the following ~~anniversary~~ year a maximum of one-hundred twenty (120) hours of PTO. Anything over one-hundred twenty (120) hours, will be paid out to the employee at their current rate of pay.

**Section 9.10 NOTICE OF RESIGNATION** Employees are to give two (2) weeks' notice of resignation. Any notice less than two (2) weeks shall result in the employee's PTO cash out amount to be reduced by that amount, up to a maximum of two (2) weeks, unless such reduction is waived by the CEO. In the event the Employer terminates the employee's employment, their credited PTO shall be paid, unless the reason for termination involves fraud, malfeasance, or any other material misrepresentation that caused a financial loss to the Employer.

**Revised to Read: ARTICLE 14**

**NON-DISCRIMINATION**

**Section 14.1** The Employer agrees to not discriminate against an employee because of his/her activity as a member of Local 8.

**Section 14.2** Neither the Union, nor the Employer, in carrying out their obligations under this Agreement, shall discriminate in favor or against any employee in matters of hiring, training, promotion, transfer, layoff, discharge, or otherwise, because of race, color, creed, national origin, sex, sexual orientation, body type, gender expression and/or identity, membership or non-membership in the union, activity for or against the union or absence thereof, religious beliefs or affiliation, political beliefs or affiliation, disability, protected family care or medical leave status, marital status, pregnancy, veteran status, ~~or age, or~~ in retaliation of filing a complaint under the terms above, or any other status protected by applicable federal, state, or local law.

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**Revised to Read: ARTICLE 19**

**TERMINATION AND RENEWAL**

This Agreement shall be binding upon the Employer and the Union for the period of January 1, ~~2023~~ **2026** through December 31, ~~2025~~ **2028**. This Agreement shall be considered as renewed from year to year thereafter, unless either party shall give, in writing, notice of their desire to modify or terminate this Agreement. Said written notice shall be given at least sixty (60) days prior to the expiration date. If no such notice is served by either party, the Agreement shall be deemed to be renewed for the succeeding year.

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