



Special Meeting of the Board of Trustees

The Evergreen State College
2700 Evergreen Parkway NW, Suite 3200 Boardroom
Olympia, WA 98505
Tuesday, September 29, 2026
11:00 a.m. – 12:00 p.m.

Remote Meeting

(All panelists participating via Zoom)

Public Zoom link: <https://evergreen.zoom.us/j/96194443467>

The Evergreen State College Mission Statement

As an innovative public liberal arts college, Evergreen emphasizes collaborative, interdisciplinary learning across significant differences. Our academic community engages students in defining and thinking critically about their learning. Evergreen supports and benefits from local and global commitment to social justice, diversity, environmental stewardship and service in the public interest.

AGENDA

- 11:00 a.m.
1. Call to order, determination of quorum
 2. Public Comment*
 3. Exempt Session**
 4. Classified Staff and Student Support Services Staff Union Contracts
 - a) Action item: motion to approve the negotiated 2027-2029 collective bargaining agreement between the Washington Federation of State Employees Classified Employees and The Evergreen State College
 - b) Action item: motion to approve the negotiated 2027-2029 collective bargaining agreement between the Washington Federation of State Employees Student Support Services Staff Union and The Evergreen State College
- 12:00 p.m.
5. Adjourn

* The Board of Trustees welcomes public comment. It can be submitted in writing or made orally during the meeting. Written comments will be distributed to the Trustees per the [Board of Trustee's Public Comment Policy](#). Please submit written comment, or sign up to make oral public comment, no later than 11:00 a.m. Tuesday, September 29, by emailing trustees@evergreen.edu.

** The Board will meet in an exempt session to discuss bargaining (RCW 42.30.140(4))

For more information or accommodations, please email trustees@evergreen.edu.



EXECUTIVE SUMMARY

To: The Evergreen State College Board of Trustees

From: John Carmichael, President

Date: September 29, 2026

Subject: Approval of the Classified Employees' 2027-2029 collective bargaining agreement with the Washington Federation of State Employees

1) **Administrative Recommendation**

A motion to approve the negotiated 2027-2029 classified employees' collective bargaining agreement between The Evergreen State College and the Washington Federation of State Employees (WFSE).

2) **Background**

The WFSE conducted a successful ratification vote by the bargaining unit membership.

3) **Explanation**

- a) Present policy comparison: On March 9, 2026, the Board appointed a negotiating team for collective bargaining with the Washington Federation of State Employees representing the college's classified staff (two bargaining units). Associate Vice President for Human Resource Services, Laurel R. Uznanski, served as Lead Negotiator.
- a) Proposed by: Jeremy Caudle, Vice President for Finance and Administration
- b) Background: The Public Employment Relations Commission certified the Washington Federation of State Employees as the exclusive bargaining representative of Evergreen's classified employees. The current agreement expires on June 30, 2027. The successor agreement will be submitted to the Office of Financial Management by October 1, 2026.
- c) Alternate view: None provided.

4) **Scheduling**

The negotiated collective bargaining agreement requires financial feasibility certification by the Office of Financial Management and legislative action before it goes into effect. If these actions are taken, the agreement would go into effect on July 1, 2027.

5) Fiscal Impact

The negotiated agreement provides a 0% pay increase on July 1, 2027, and a 0% pay increase on July 1, 2028, for employees during the term of the agreement.

The agreement contains a wage reopener solely for the purpose of bargaining wages for fiscal year 2029. Any agreement reached to modify wages for fiscal year 2029 will be memorialized in a tentative agreement signed before October 1, 2027, and is subject to a determination of financial feasibility pursuant to RCW 41.80.010, the Governor putting the request for funds in his requested budget for fiscal year 2029, and the Legislature approving funds necessary to implement the wage adjustment.

The agreement requires affirmative legislative action to become effective.

6) Legal Process

The college negotiates with the classified employees' union under the terms of RCW 41.80. Board of Trustees Resolution 2019-12 reserves for the Board the authority to appoint the management negotiating team for collective bargaining, set management objectives for negotiation, and approve final negotiated agreements.

7) Staff Review

JC Jeremy Caudle, Vice President for Finance and Administration

LU Laurel Uznanski, Associate Vice President for Human Resource Services

AB Andrew Beattie, Secretary to the Board of Trustees



EXECUTIVE SUMMARY

To: The Evergreen State College Board of Trustees

From: John Carmichael, President

Date: September 29, 2026

Subject: Approval of the Student Support Services Staff Union 2027-2029 collective bargaining agreement with the Washington Federation of State Employees

1) **Administrative Recommendation**

A motion to approve the negotiated 2027-2029 Student Support Services Staff Union collective bargaining agreement between The Evergreen State College and the Washington Federation of State Employees (WFSE).

2) **Background**

The WFSE conducted a successful ratification vote by the bargaining unit membership.

3) **Explanation**

- a) Present policy comparison: On March 9, 2026, the Board appointed a negotiating team for collective bargaining with the Washington Federation of State Employees representing the college's Student Support Services Staff Union. Associate Vice President for Human Resource Services Laurel R. Uznanski, served as Lead Negotiator.
- b) Proposed by: Jeremy Caudle, Vice President for Finance and Administration
- c) Background: The Public Employment Relations Commission certified the Washington Federation of State Employees as the collective bargaining representatives of Evergreen's Student Support Services Staff Union. The current agreement expires on June 30, 2027.
- d) Alternate view: None provided.

4) **Scheduling**

The agreement would go into effect on July 1, 2027.

5) Fiscal Impact

The negotiated agreement provides a 0% pay increase on July 1, 2027, and a 0% pay increase on July 1, 2028, for employees during the term of the agreement.

The agreement contains a wage reopener solely for the purpose of bargaining wages for fiscal year 2029. Any agreement reached to modify wages for fiscal year 2029 will be memorialized in a tentative agreement signed before October 1, 2027, and is subject to the Governor putting the request for funds in his requested budget for fiscal year 2029 and the Legislature approving funds necessary to implement the wage adjustment.

6) Legal Process

The college negotiates with the Student Support Services Staff Union under the terms of RCW 41.56. Board of Trustees Resolution 2019-12 reserves to the Board the authority to appoint the management negotiating team for collective bargaining, set management objectives for negotiation, and approve final negotiated agreements.

7) Staff Review

JC _____ Jeremy Caudle, Vice President for Finance and Administration

LU _____ Laurel R. Uznanski, Associate Vice President for Human Resource Services

AB _____ Andrew Beattie, Executive Associate to the President and Secretary to the Board of Trustees