

Reclaiming Worker Power Energizing Our Movement

WASHINGTON STATE LABOR COUNCIL, AFL-CIO

RESOLUTION IN SUPPORT OF ADEQUATE COMPENSATION AND PAY EQUITY FOR THE CTC WORKFORCE RESOLUTION #2024.21

WHEREAS, the thirty-four community and technical colleges (CTCs) of Washington serve nearly every family in our state, providing adult basic education, English Language Learner programs, workforce development programs, supplemental instruction for state-certified apprenticeship programs, associate degrees, academic transfer degree programs, Running Start programs, and Bachelor of Applied Science degrees; and

WHEREAS, over 257,000 students are enrolled in one of the 34 CTCs, with over 50% of these being BIPOC students; and

WHEREAS, for many years the workforce of the community and technical colleges, comprising Classified staff, Professional staff, and Faculty, has been underpaid; even with a recent COLA, salaries for these workers remain lower than their peers in other analogous work sectors and in other states, and they are insufficient to attract and retain new employees; and

WHEREAS, over 60% of the CTC faculty in the state are contingent workers who lack job security and are paid at woefully lower rates than their full-time peers for teaching the same courses; and

WHEREAS, most Professional Staff earn salaries that are below the current Labor and Industries overtime threshold – a threshold scheduled to increase precipitously in 2025 and 2026, and exorbitant costs of living, e.g., in Puget Sound communities, make it increasingly difficult for them to remain in their jobs; and

WHEREAS, The solution to this is a significant infusion of funding from the state legislature, as part of their 2025-27 biennial budget, directed toward increasing the wages of CTC staff and faculty; and

WHEREAS, such funding may well require the passage of legislation calling for progressive revenue increases, i.e., reversing our state's unfortunate status as among the more regressive in our taxation policy, such as the Wealth Tax (SB 5486/HB 1473) proposed by Senator Frame and Rep. Thai in 2023; and

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RESOLUTION IN SUPPORT OF ADEQUATE COMPENSATION AND PAY EQUITY FOR THE CTC WORKFORCE (cont.) RESOLUTION #2024.21

WHEREAS, Washington's elected leaders recognize the importance of an educated workforce in attracting good jobs, building strong communities, and continuing the state's track record of a cutting-edge economy, and has committed to a goal of 70% of adults achieving a post-secondary degree or credential; and

WHEREAS, the Washington State Labor Council, AFL-CIO and its affiliates throughout the state recognize and value the role of the CTC workforce in ensuring working families have access to living wage jobs and a pathway to economic security; and

WHEREAS, the future of Washington's economy, communities, and workforce is directly linked to the health of the CTC system; now therefore, be it

RESOLVED, that affiliates of the WSLC raise awareness of the value of the Community and Technical Colleges to working families amongst their membership and with their community allies; and be it further

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) will prioritize legislation establishing progressive sources of new revenue that will help to reverse Washington State's regressive tax code, and provide stable and sufficient sources of revenue to meet the needs of our communities; and be it finally

RESOLVED, that the WSLC prioritize addressing the issues of inadequate compensation and pay inequity for the CTC workforce in its 2025 legislative agenda, urging the governor and state legislature to develop a robust funding allocation for workers in the CTC system.