

WGAW—Pacific Northwest Staff Union Negotiations

This document summarizes the WGAW and Pacific Northwest Staff Union (PNWSU) proposals on core issues as of March 11, 2026, the date of the most recent bargaining session between the WGAW and PNWSU.

The Guild currently pays employees competitive salaries with a generous benefits package:

- Over the past three years, Guild staff received the same wage increases (5%, 3.5%, and 3%) writers received under the MBA.
- Staff participate in the same health fund and pension plan as WGA members, and the Guild also offers a 401k with a 2.5% employer match in contributions.
- Guild employees have a 7.5 hour workday and a 37.5 hour work week.
- Guild employees receive between 12-25 vacation days per year depending on years of service, 12 sick days per year (which can be banked up to 130 days), 11 paid holidays, and 12 weeks of paid parental leave.
- Currently, Guild staff can work remotely 2 days per week.

Guild staff's salaries and benefits are paid for by dues paid by WGAW members.

The Guild recognizes that improvements can be made and that a staff union is valuable in giving employees a voice in the workplace. Accordingly, the Guild has offered a number of improvements to wages and working conditions in response to demands raised by the staff union in negotiations for a first contract. There have been 21 bargaining sessions to date over the course of more than four months. The PNWSU represents approximately 115 non-supervisory Guild employees, out of a total of 160 employees.

WGAW Proposals	PNWSU Proposals
WAGES	
<ul style="list-style-type: none"> • Establish an enhanced wage scale with a minimum salary of \$57,000/year (the current minimum salary is \$43,000/year); each grade/level on the salary scale has a higher minimum salary than the grade/level below it. • All staff received a 3% wage increase in August 2025; additional 4.0% wage increase for all staff retroactive to January 2026. Under Guild proposal, Year 1 total wage increases range between 7%-38%, with over 1/3 of full-time staff receiving a wage increase of 8% or more in Year 1 after application of longevity increases and increases to minimum salaries. • Once a deal is reached, salaries for full-time employees will range between \$59,280-\$184,163.74. • In Year 2: 4% wage increase in August 2026 (plus a 2% longevity increase for eligible employees) 	<ul style="list-style-type: none"> • Establish a minimum salary of \$59,737.60 • In Year 1, salaries in the bargaining unit will range between \$59,737.60-\$195,717.64. • In Year 1, all staff receive a minimum 5.0% increase retroactive to January 1, 2026 on top of the 3% August 2025 wage increase for a total of at least 8.0% in Year 1; under PNWSU's proposal, most staff will receive more than a 8.0% wage increase in Year 1. • In Year 2: 5% minimum increase, with most staff entitled to increases of at least 10%. Proposed terms would allow eligible staff to receive increases up to 25%. • In Year 3: 4.5% minimum increase, with most staff entitled to increases of at least 9.5%. Proposed terms would allow eligible staff to receive increases up to 24.5%.

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<ul style="list-style-type: none"> • In Year 3: 4% wage increase in August 2027 (plus a 2% longevity increase for eligible employees). • Effective August 2027, the wage scale has steps (increased compensation) for each year of service in the grade/classification up to the 3rd year; the wage scale is modeled on the WGAE staff union’s wage scale. • Longevity increases of 2% for 5 years of service in a position (28 staff get the increase when CBA ratified); additional 2% increase for 10 years of service in a position (11 staff get the increase when CBA ratified); and additional 2% increase for 15 years of service in a position (3 staff get the increase when CBA ratified); longevity increases apply immediately to employees with 5, 10 or 15 years of service in a position. • Employees who promote to a higher grade are guaranteed a minimum wage increase of 3-5%, depending on the grade; employees who laterally transfer are guaranteed a minimum 3% wage increase. 	<ul style="list-style-type: none"> • The Guild cannot hire a new employee above the entry level minimum salary without the staff union’s agreement. For example, the Guild could not hire an attorney with 15 years’ experience working for labor unions above the minimum salary, unless the staff union agrees. The WGSU described its proposal as giving it “co-governance” rights over how the Guild manages personnel.
HEALTH, PENSION, AND RETIREMENT	
<ul style="list-style-type: none"> • Guild staff will continue to participate in the WGA Pension Plan and Health Fund, and thus receive the same pension and health benefits as WGA members. • Guild, as employer, pays the same contribution rate as studios (currently 24.25%), including any increases in pension and health contributions resulting from 2026 MBA negotiations. • Guild will continue to provide staff a 401k—a benefit writers do not have under the MBA—with employer matching contributions up to 2.5%. • Guild will continue to provide staff flexible spending accounts (FSA) for medical and dependent care expenses. 	<ul style="list-style-type: none"> • Increase 401k employer match to 5%.
GENERATIVE ARTIFICIAL INTELLIGENCE	
<ul style="list-style-type: none"> • Guild confirms it has no intent to use GAI, but if GAI is ever used, the Guild will bargain over such use with the staff union 	<ul style="list-style-type: none"> • PNWSU appears to agree in concept with Guild’s GAI proposal (e.g., the parties will bargain over use of GAI and employees

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<p>and provide paid training to any affected employees.</p> <ul style="list-style-type: none"> • Guild confirms that there will not be any job loss as a result of GAI use. 	<p>will receive paid training; there will not be any job loss as a result of GAI use).</p> <ul style="list-style-type: none"> • PNWSU proposed contract language that prohibits the Guild from using any technology that could conceivably be described as AI for purposes of evaluating employee productivity, accuracy of work, or attendance; nor can the Guild use such technology for purposes of safeguarding against misuse of confidential information or funds if it constitutes “individualized employee surveillance.”
HOLIDAYS, VACATIONS, PAID PARENTAL LEAVE, AND OTHER LEAVES	
<ul style="list-style-type: none"> • 13 paid holidays/year, an increase of 2 from current policy. • New employees get 12 vacation days/year, and employees get one additional vacation day per year for each year of service; employees with 5-13 years of service get 20 vacation days/year, and those with 14 years+ of service get 25 days/year. • 12 weeks of paid parental leave. • 2 comp days for exempt employees assigned to MBA negotiations or contract or organizing campaigns • Exempt employees are eligible for comp days for periods of exceptional workload. 	<ul style="list-style-type: none"> • 18 paid holidays/year • New employees get 14 vacation days/year, and employees get one additional vacation day per year for each year of service up to year 4; employees with 5-9 years of service get 20 vacation days per year; employees with 10-14+ years of experience get between 21-25 vacation days per year. • Employees have right to request unpaid leave for health, well-being, life experience, productivity and education, with the right to return to their former position, even if that requires the termination of the employee hired to fill the vacancy. • An exempt employee who, two times in a 4 week period, works any period of time on a Saturday or Sunday, gets a full comp day.
REMOTE WORK	
<ul style="list-style-type: none"> • Employees can work remotely 2 days per week. • An employee required to work on-site on a day the employee is scheduled to work remotely may be allowed to work remotely on one of the following seven (7) days the employee is scheduled to work on-site. 	<ul style="list-style-type: none"> • PNWSU agrees to general policy of 2 remote days/week. • PNWSU proposal permits exceptions to the general policy that allow an employee to work remotely more than 2 days/week.
JUST CAUSE	
<ul style="list-style-type: none"> • Guild can only discipline employees for just cause, and Guild will follow principles of progressive discipline. 	<ul style="list-style-type: none"> • Guild must discipline within 20 days of concluding an investigation into employee misconduct or performance issue; if the

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<ul style="list-style-type: none"> • Special rules apply in cases involving performance-related issues, ensuring employees are put on notice of performance issues and have a chance to correct them. • Guild must timely discipline employees if there has been misconduct. 	<p>deadline passes, the Guild cannot discipline the employee.</p>
GRIEVANCE AND ARBITRATION PROCEDURE	
<ul style="list-style-type: none"> • The staff union can grieve and submit to binding arbitration disputes over the alleged violation of the collective bargaining agreement. • Staff union can arbitrate written warnings, performance improvement plans (PIPs), suspensions, demotions, and terminations. The staff union can grieve, but not arbitrate, verbal warnings. 	<ul style="list-style-type: none"> • Staff union agreed to Guild’s proposed 1 year statute of limitations for filing grievances, but refuses to agree to any limitations period for so-called “continuing violations.”
PROMOTIONS AND PROFESSIONAL DEVELOPMENT	
<ul style="list-style-type: none"> • Open positions at the Guild will be posted internally for a period of 5 days before being posted externally. The Guild agrees to interview the most senior internal applicant. • The Guild will consider seniority as a factor in granting promotions. • Employees who promote internally but don’t pass their probationary period have a right to return to their former position. • All annual performance evaluations must include a professional development plan tied to bettering employee skills relevant to their jobs; employees have input on their professional development plan. • The Guild will pay for all professional development activities that are required by the Guild (e.g., trainings). 	<ul style="list-style-type: none"> • Promotions are based on seniority (years of service at the Guild) “and their ability to perform the essential functions of the position with minimal training”.
NO STRIKE/NO LOCKOUT CLAUSE	
<ul style="list-style-type: none"> • The staff union cannot strike during the term of the CBA (an equivalent no-strike provision is in the MBA), and the Guild will not lockout employees. • Individual employees have the right to honor the picket line of another union. 	<ul style="list-style-type: none"> • Staff union maintains carve outs to no-strike clause, which would allow the staff union to strike during the term of the CBA.
TERM	
<ul style="list-style-type: none"> • Date of ratification through July 31, 2028 	<ul style="list-style-type: none"> • Staff union has indicated it wants a contract term that lines up with the Guild’s

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	MBA calendar. This would require the Guild to negotiate with the staff union as it is preparing for future MBA negotiations, and give the staff union the opportunity to strike the Guild during MBA negotiations.
OTHER PNWSU PROPOSALS	
	<ul style="list-style-type: none"> • Staff union insists that the Guild reinstate 3 employees who were terminated for cause. • Job descriptions cannot be changed during the term of the CBA without the consent of the staff union. • The Guild must hire an in-house attorney if the Guild's use of outside counsel equates to the hours of a full-time employee. • The Guild must pay a minimum of 4 hours overtime for any work outside of the employee's fixed schedule. For example, if an hourly employee's shift ends at 6pm, and the employee needs to send a member email at 7pm, the employee is entitled to overtime pay of 4 hours. • Salaried staff generally have the right to determine their own work schedules. • The Guild cannot adjust employee shift start times and end times, even with advance notice.
TENTATIVE AGREEMENTS	
<ul style="list-style-type: none"> • Union Security/Dues Check-Off: Staff must become members of PNWSU or pay a service fee; Guild will deduct dues from payroll and remit directly to PNWSU. • Labor Management Committee: LMC will meet at least quarterly about bargaining issues and contract administration; union representatives are paid to attend LMC meetings. • Union Rights (the parties have not TA'd but are in alignment): Union stewards can perform representational activities on paid time; each year of the contract, the Guild will pay for 2 days of union training for 5 union representatives (30 days of paid training over the life of the contract). • Management Rights and Full Understanding: The Guild will give the staff union at least 10 days' notice prior to changing any mandatory subject of bargaining not covered by the CBA, and will bargain as required under the NLRA. • Bereavement Leave: Staff are entitled to five days of bereavement leave. • Immigration Sideletter: The Guild and union have agreed to various protections for employees with immigration-related issues. 	

If you have any questions, please contact info@wga.org.