

WGAW—Pacific Northwest Staff Union Negotiations

This document summarizes the WGAW and Pacific Northwest Staff Union (PNWSU) proposals on core issues as of April 28, 2026. The Guild has made its last, best and final offer to the 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 recognized that improvements could be made and that a staff union is valuable in giving employees a voice in the workplace. Accordingly, the Guild offered a number of improvements to wages and working conditions in response to issues raised by the staff union during negotiations for a first contract, over the course of 21 formal bargaining sessions and additional talks between September 2025 and April 2026. The PNWSU represents approximately 115 non-supervisory Guild employees, out of a total of 160 employees.

WGAW Final Offer	PNWSU Proposals
TERM	
<ul style="list-style-type: none"> • Date of ratification through July 31, 2028 	<ul style="list-style-type: none"> • Staff union proposes a contract that expires in December 2027.
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. 	<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%. • The staff union can arbitrate the Guild's decision to hire a new employee at a salary above the entry level minimum

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<ul style="list-style-type: none"> • In Year 2: 4% wage increase in August 2026 (plus a 2% longevity increase for eligible employees) • 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, or 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. 	<p>salary for the position. For example, the staff union could grieve and arbitrate the Guild’s hiring of an attorney with 15 years’ experience working for labor unions at a salary above the minimum salary for an entry-level Guild attorney. The PNWSU described its proposal as giving it “co-governance” rights over how the Guild manages personnel.</p>
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 over anything the staff deems to be an “unfair labor practice.”
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. 	<ul style="list-style-type: none"> • Promotions are based on seniority (years of service at the Guild) “and ability to perform the essential functions of the position with minimal training.” Under the PNWSU proposal, the Guild cannot promote employees based on merit and job performance.

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<ul style="list-style-type: none"> • 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). 	
OTHER PNWSU PROPOSALS	
	<ul style="list-style-type: none"> • Job descriptions cannot be changed during the term of the CBA without the consent of the staff union. This would mean the Guild cannot adjust employee work duties to accommodate changing operational needs to best serve writers. • The Guild cannot transfer an employee unless there is “just cause.” In practice, this means that the Guild could not transfer an employee who does not have full-time work duties in their department to another department that is in need of additional support. • Staff union proposes that employees be paid additional compensation if they perform work “out of their classification.” Because there is substantial functional overlap between job classifications at the Guild, this is another staff union proposal that would hinder Guild operations. • Staff union insists that the Guild arbitrate the termination of three employees who were terminated for cause.
LAYOFFS	
<ul style="list-style-type: none"> • The Guild will give 30 days’ notice to the staff union of a layoff and bargain. • Temporary employees and probationary employees are laid off before full-time employees. • Layoffs are conducted by classification within a department. Merit/job performance generally governs which employees are retained in the event of a layoff. If two employees in the same classification/department have substantially similar performance records, the less senior employee would be laid off. 	<ul style="list-style-type: none"> • An employee who is subject to layoff has the right to displace/bump any less senior employee in the same or lower classification across any Guild department. For example, if a Specialist in the Legal Department is subject to layoff, they could displace any less senior Specialist, Coordinator, or Assistant in any department in the Guild. The displaced employee in turn can displace any less senior employee within the same or lower classification, and so on. The staff union’s proposal would create a chain reaction of displacements within the Guild in the event of a layoff.

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<ul style="list-style-type: none"> Laid off employees are entitled to severance pay of 10-95 days of pay based on years of service. 	<ul style="list-style-type: none"> The staff union's layoff proposal does not allow the Guild to retain staff based on merit.
JUST CAUSE	
<ul style="list-style-type: none"> Guild can only discipline employees for just cause, and Guild will follow principles of progressive discipline. 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. 	<ul style="list-style-type: none"> Guild must discipline within 20 days of concluding an investigation into employee misconduct or performance issue; if the deadline passes, the Guild cannot discipline the employee.
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%, which will increase to 27.5% on May 2, 2026). The Guild proposes to pay increased Health Fund contribution rates (an extra 3.75%) to match the rates recently negotiated with the AMPTP without any diversion from wages (under the 2026 MBA, there is a 1.5% diversion from minimums in year 1 of the agreement to the Health Fund). 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"> The staff union has accepted the Guild's proposals in this area.
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 and provide paid training to any affected employees. Guild confirms that there will not be any job loss as a result of GAI use. 	<ul style="list-style-type: none"> The staff union has accepted the Guild's proposal.

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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"> • The staff union has accepted the Guild's proposals.
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"> • The staff union has accepted the Guild's proposal.
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"> • The staff union has accepted the Guild's proposal, with some exceptions.
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). 	

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<ul style="list-style-type: none"> • 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.