
HOUSE BILL 2755

State of Washington 63rd Legislature 2014 Regular Session

By Representatives Sells, Appleton, Ormsby, and Freeman

Read first time 01/31/14. Referred to Committee on Labor & Workforce Development.

1 AN ACT Relating to removing the authority of an employer to
2 unilaterally implement a collective bargaining agreement; amending RCW
3 41.56.123; and creating a new section.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** (1) The legislature recognizes that:

6 (a) The uninterrupted and dedicated service of employees of
7 counties, municipal corporations, and political subdivisions of the
8 state is vital to the welfare and public safety of the state of
9 Washington; and

10 (b) There is a public policy in the state to promote cooperative
11 efforts between employees and employers by establishing orderly
12 procedures through which collective bargaining disputes are
13 expeditiously resolved using a process that encourages mutual respect,
14 integrity, reasonableness, and a willingness on the part of the parties
15 to address and resolve their points of concern.

16 (2) Therefore, the legislature intends to support and encourage
17 dedicated and uninterrupted public service and promote the use of
18 effective and adequate alternative means of settling collective
19 bargaining disputes.

1 **Sec. 2.** RCW 41.56.123 and 1993 c 398 s 4 are each amended to read
2 as follows:

3 (1) After the termination date of a collective bargaining
4 agreement, all of the terms and conditions specified in the collective
5 bargaining agreement shall remain in effect until the effective date of
6 a subsequent agreement, not to exceed one year from the termination
7 date stated in the agreement. Thereafter, the employer may not
8 unilaterally implement (~~(according to law)~~) changes in the terms and
9 conditions of employment subsequent to an impasse being reached in
10 bargaining.

11 (2) This section does not apply to provisions of a collective
12 bargaining agreement which both parties agree to exclude from the
13 provisions of subsection (1) of this section and to provisions within
14 the collective bargaining agreement with separate and specific
15 termination dates.

16 (3) This section shall not apply to the following:

17 (a) Bargaining units covered by RCW 41.56.430 et seq. for fact-
18 finding and interest arbitration;

19 (b) Collective bargaining agreements authorized by chapter 53.18
20 RCW; or

21 (c) Collective bargaining agreements authorized by chapter 54.04
22 RCW.

23 (4) This section shall not apply to collective bargaining
24 agreements in effect or being bargained on July 23, 1989.

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