

1 wages and benefits. The legislature recognizes that it is the
2 responsibility of a union to advocate for the best interest of its
3 membership, while it is the responsibility of the legislature to
4 determine the best interest of the state. State employees no longer
5 have to make their case to the legislature for additional funding for
6 compensation packages and compete for the limited funding with other
7 priorities. The flexibility of the legislature has been limited, as
8 the legislature has no authority to make changes to negotiated
9 agreements between state employees and the executive branch. In tight
10 budget times it is clear that the legislature needs more flexibility to
11 truly prioritize spending, and must take back its authority over state
12 employee compensation choices. Therefore, the legislature intends to
13 repeal the ability of state employees and other nontraditional groups
14 to collectively bargain with the executive branch over compensation.

15 **Sec. 2.** RCW 41.06.022 and 2002 c 354 s 207 are each amended to
16 read as follows:

17 For purposes of this chapter, "manager" means any employee who:

18 (1) Formulates statewide policy or directs the work of an agency or
19 agency subdivision;

20 (2) Is responsible to administer one or more statewide policies or
21 programs of an agency or agency subdivision;

22 (3) Manages, administers, and controls a local branch office of an
23 agency or agency subdivision, including the physical, financial, or
24 personnel resources;

25 (4) Has substantial responsibility in personnel administration,
26 legislative relations, public information, or the preparation and
27 administration of budgets; or

28 (5) Functionally is above the first level of supervision and
29 exercises authority that is not merely routine or clerical in nature
30 and requires the consistent use of independent judgment.

31 ~~((No employee who is a member of the Washington management service
32 may be included in a collective bargaining unit established under RCW
33 41.80.001 and 41.80.010 through 41.80.130.))~~

34 **Sec. 3.** RCW 41.06.133 and 2010 c 2 s 3 and 2010 c 1 s 2 are each
35 reenacted and amended to read as follows:

1 (1) The director shall adopt rules, consistent with the purposes
2 and provisions of this chapter and with the best standards of personnel
3 administration, regarding the basis and procedures to be followed for:

4 (a) The reduction, dismissal, suspension, or demotion of an
5 employee;

6 (b) Training and career development;

7 (c) Probationary periods of six to twelve months and rejections of
8 probationary employees, depending on the job requirements of the class,
9 except that entry level state park rangers shall serve a probationary
10 period of twelve months;

11 (d) Transfers;

12 (e) Promotional preferences;

13 (f) Sick leaves and vacations;

14 (g) Hours of work;

15 (h) Layoffs when necessary and subsequent reemployment, except for
16 the financial basis for layoffs;

17 (i) The number of names to be certified for vacancies;

18 (j) Adoption and revision of a state salary schedule to reflect the
19 prevailing rates in Washington state private industries and other
20 governmental units. The rates in the salary schedules or plans shall
21 be increased if necessary to attain comparable worth under an
22 implementation plan under RCW 41.06.155 and, for institutions of higher
23 education and related boards, shall be competitive for positions of a
24 similar nature in the state or the locality in which an institution of
25 higher education or related board is located. Such adoption and
26 revision is subject to approval by the director of financial management
27 in accordance with chapter 43.88 RCW;

28 (k) Increment increases within the series of steps for each pay
29 grade based on length of service for all employees whose standards of
30 performance are such as to permit them to retain job status in the
31 classified service. From February 18, 2009, through June 30, 2011, a
32 salary or wage increase shall not be granted to any exempt position
33 under this chapter, except that a salary or wage increase may be
34 granted to employees pursuant to collective bargaining agreements
35 negotiated under chapter 28B.52, 41.56, 47.64, or 41.76 RCW, or
36 negotiated by the nonprofit corporation formed under chapter 67.40 RCW,
37 and except that increases may be granted for positions for which the

1 employer has demonstrated difficulty retaining qualified employees if
2 the following conditions are met:

- 3 (i) The salary increase can be paid within existing resources; and
- 4 (ii) The salary increase will not adversely impact the provision of
5 client services;

6 Any agency granting a salary increase from February 15, 2010,
7 through June 30, 2011, to a position exempt under this chapter shall
8 submit a report to the fiscal committees of the legislature no later
9 than July 31, 2011, detailing the positions for which salary increases
10 were granted, the size of the increases, and the reasons for giving the
11 increases;

12 (l) Optional lump sum relocation compensation approved by the
13 agency director, whenever it is reasonably necessary that a person make
14 a domiciliary move in accepting a transfer or other employment with the
15 state. An agency must provide lump sum compensation within existing
16 resources. If the person receiving the relocation payment terminates
17 or causes termination with the state, for reasons other than layoff,
18 disability separation, or other good cause as determined by an agency
19 director, within one year of the date of the employment, the state is
20 entitled to reimbursement of the lump sum compensation from the person;

21 (m) Providing for veteran's preference as required by existing
22 statutes, with recognition of preference in regard to layoffs and
23 subsequent reemployment for veterans and their surviving spouses by
24 giving such eligible veterans and their surviving spouses additional
25 credit in computing their seniority by adding to their unbroken state
26 service, as defined by the director, the veteran's service in the
27 military not to exceed five years. For the purposes of this section,
28 "veteran" means any person who has one or more years of active military
29 service in any branch of the armed forces of the United States or who
30 has less than one year's service and is discharged with a disability
31 incurred in the line of duty or is discharged at the convenience of the
32 government and who, upon termination of such service, has received an
33 honorable discharge, a discharge for physical reasons with an honorable
34 record, or a release from active military service with evidence of
35 service other than that for which an undesirable, bad conduct, or
36 dishonorable discharge shall be given. However, the surviving spouse
37 of a veteran is entitled to the benefits of this section regardless of
38 the veteran's length of active military service. For the purposes of

1 this section, "veteran" does not include any person who has voluntarily
2 retired with twenty or more years of active military service and whose
3 military retirement pay is in excess of five hundred dollars per month.

4 (2) Rules adopted under this section by the director shall provide
5 for local administration and management by the institutions of higher
6 education and related boards, subject to periodic audit and review by
7 the director.

8 ~~(3) ((Rules adopted by the director under this section may be
9 superseded by the provisions of a collective bargaining agreement
10 negotiated under RCW 41.80.001 and 41.80.010 through 41.80.130. The
11 supersession of such rules shall only affect employees in the
12 respective collective bargaining units.~~

13 ~~(4))~~(a) The director shall require that each state agency report
14 annually the following data:

15 (i) The number of classified, Washington management service, and
16 exempt employees in the agency and the change compared to the previous
17 report;

18 (ii) The number of bonuses and performance-based incentives awarded
19 to agency staff and the base wages of such employees; and

20 (iii) The cost of each bonus or incentive awarded.

21 (b) A report that compiles the data in (a) of this subsection for
22 all agencies will be provided annually to the governor and the
23 appropriate committees of the legislature and must be posted for the
24 public on the department of personnel's agency web site.

25 ~~((+5))~~ (4) From February 15, 2010, until June 30, 2011, no
26 monetary performance-based awards or incentives may be granted by the
27 director or employers to employees covered by rules adopted under this
28 section. This subsection does not prohibit the payment of awards
29 provided for in chapter 41.60 RCW.

30 **Sec. 4.** RCW 41.06.170 and 2009 c 534 s 3 are each amended to read
31 as follows:

32 (1) The director, in the adoption of rules governing suspensions
33 for cause, shall not authorize an appointing authority to suspend an
34 employee for more than fifteen calendar days as a single penalty or
35 more than thirty calendar days in any one calendar year as an
36 accumulation of several penalties. The director shall require that the

1 appointing authority give written notice to the employee not later than
2 one day after the suspension takes effect, stating the reasons for and
3 the duration thereof.

4 (2) Any employee who is reduced, dismissed, suspended, or demoted,
5 after completing his or her probationary period of service as provided
6 by the rules of the director, or any employee who is adversely affected
7 by a violation of the state civil service law, chapter 41.06 RCW, or
8 rules adopted under it, shall have the right to appeal, either
9 individually or through his or her authorized representative, not later
10 than thirty days after the effective date of such action to the
11 personnel appeals board through June 30, 2005, and to the Washington
12 personnel resources board after June 30, 2005. The employee shall be
13 furnished with specified charges in writing when a reduction,
14 dismissal, suspension, or demotion action is taken. Such appeal shall
15 be in writing. Decisions of the Washington personnel resources board
16 on appeals filed after June 30, 2005, shall be final and not subject to
17 further appeal.

18 (3) Any employee whose position has been exempted after July 1,
19 1993, shall have the right to appeal, either individually or through
20 his or her authorized representative, not later than thirty days after
21 the effective date of such action to the personnel appeals board
22 through June 30, 2005, and to the Washington personnel resources board
23 after June 30, 2005. If the position being exempted is vacant, the
24 exclusive bargaining unit representative may act in lieu of an employee
25 for the purposes of appeal.

26 (4) An employee incumbent in a position at the time of its
27 allocation or reallocation, or the agency utilizing the position, may
28 appeal the allocation or reallocation to the personnel appeals board
29 through December 31, 2005, and to the Washington personnel resources
30 board after December 31, 2005. Notice of such appeal must be filed in
31 writing within thirty days of the action from which appeal is taken.

32 ~~((5) Subsections (1) and (2) of this section do not apply to any
33 employee who is subject to the provisions of a collective bargaining
34 agreement negotiated under RCW 41.80.001 and 41.80.010 through
35 41.80.130.))~~

36 **Sec. 5.** RCW 41.06.340 and 2002 c 354 s 232 are each amended to
37 read as follows:

1 (1) (~~With respect to collective bargaining as authorized by RCW~~
2 ~~41.80.001 and 41.80.010 through 41.80.130,~~) The public employment
3 relations commission created by chapter 41.58 RCW shall have authority
4 to adopt rules, on and after June 13, 2002, relating to determination
5 of appropriate bargaining units within any agency. In making such
6 determination the commission shall consider the duties, skills, and
7 working conditions of the employees, the history of collective
8 bargaining by the employees and their bargaining representatives, the
9 extent of organization among the employees, and the desires of the
10 employees. The public employment relations commission created in
11 chapter 41.58 RCW shall adopt rules and make determinations relating to
12 the certification and decertification of exclusive bargaining
13 representatives.

14 (2) Each and every provision of RCW 41.56.140 through 41.56.160
15 shall be applicable to this chapter as it relates to state civil
16 service employees.

17 (~~(3) A collective bargaining agreement entered into under RCW~~
18 ~~41.06.150 before July 1, 2004, covering employees subject to RCW~~
19 ~~41.80.001 and 41.80.010 through 41.80.130 that expires after July 1,~~
20 ~~2004, shall remain in full force during its duration, or until~~
21 ~~superseded by a collective bargaining agreement entered into by the~~
22 ~~parties under RCW 41.80.001 and 41.80.010 through 41.80.130. However,~~
23 ~~an agreement entered into before July 1, 2004, may not be renewed or~~
24 ~~extended beyond July 1, 2005, or until superseded by a collective~~
25 ~~bargaining agreement entered into under RCW 41.80.001 and 41.80.010~~
26 ~~through 41.80.130, whichever is later.))~~

27 **Sec. 6.** RCW 41.56.465 and 2007 c 278 s 1 are each amended to read
28 as follows:

29 (1) In making its determination, the panel shall be mindful of the
30 legislative purpose enumerated in RCW 41.56.430 and, as additional
31 standards or guidelines to aid it in reaching a decision, the panel
32 shall consider:

33 (a) The constitutional and statutory authority of the employer;

34 (b) Stipulations of the parties;

35 (c) The average consumer prices for goods and services, commonly
36 known as the cost of living;

1 (d) Changes in any of the circumstances under (a) through (c) of
2 this subsection during the pendency of the proceedings; and

3 (e) Such other factors, not confined to the factors under (a)
4 through (d) of this subsection, that are normally or traditionally
5 taken into consideration in the determination of wages, hours, and
6 conditions of employment. For those employees listed in RCW
7 41.56.030(~~(+7)~~) (14)(a) who are employed by the governing body of a
8 city or town with a population of less than fifteen thousand, or a
9 county with a population of less than seventy thousand, consideration
10 must also be given to regional differences in the cost of living.

11 (2) For employees listed in RCW 41.56.030(~~(+7)~~) (14) (a) through
12 (d), the panel shall also consider a comparison of the wages, hours,
13 and conditions of employment of personnel involved in the proceedings
14 with the wages, hours, and conditions of employment of like personnel
15 of like employers of similar size on the west coast of the United
16 States.

17 (3) For employees listed in RCW 41.56.030(~~(+7)~~) (14) (e) through
18 (h), the panel shall also consider a comparison of the wages, hours,
19 and conditions of employment of personnel involved in the proceedings
20 with the wages, hours, and conditions of employment of like personnel
21 of public fire departments of similar size on the west coast of the
22 United States. However, when an adequate number of comparable
23 employers exists within the state of Washington, other west coast
24 employers may not be considered.

25 ~~((4) For employees listed in RCW 41.56.028:~~

26 ~~(a) The panel shall also consider:~~

27 ~~(i) A comparison of child care provider subsidy rates and~~
28 ~~reimbursement programs by public entities, including counties and~~
29 ~~municipalities, along the west coast of the United States; and~~

30 ~~(ii) The financial ability of the state to pay for the compensation~~
31 ~~and benefit provisions of a collective bargaining agreement; and~~

32 ~~(b) The panel may consider:~~

33 ~~(i) The public's interest in reducing turnover and increasing~~
34 ~~retention of child care providers;~~

35 ~~(ii) The state's interest in promoting, through education and~~
36 ~~training, a stable child care workforce to provide quality and reliable~~
37 ~~child care from all providers throughout the state; and~~

1 ~~(iii) In addition, for employees exempt from licensing under~~
2 ~~chapter 74.15 RCW, the state's fiscal interest in reducing reliance~~
3 ~~upon public benefit programs including but not limited to medical~~
4 ~~coupons, food stamps, subsidized housing, and emergency medical~~
5 ~~services.~~

6 ~~(5) For employees listed in RCW 74.39A.270:~~

7 ~~(a) The panel shall consider:~~

8 ~~(i) A comparison of wages, hours, and conditions of employment of~~
9 ~~publicly reimbursed personnel providing similar services to similar~~
10 ~~clients, including clients who are elderly, frail, or have~~
11 ~~developmental disabilities, both in the state and across the United~~
12 ~~States; and~~

13 ~~(ii) The financial ability of the state to pay for the compensation~~
14 ~~and fringe benefit provisions of a collective bargaining agreement; and~~

15 ~~(b) The panel may consider:~~

16 ~~(i) A comparison of wages, hours, and conditions of employment of~~
17 ~~publicly employed personnel providing similar services to similar~~
18 ~~clients, including clients who are elderly, frail, or have~~
19 ~~developmental disabilities, both in the state and across the United~~
20 ~~States;~~

21 ~~(ii) The state's interest in promoting a stable long-term care~~
22 ~~workforce to provide quality and reliable care to vulnerable elderly~~
23 ~~and disabled recipients;~~

24 ~~(iii) The state's interest in ensuring access to affordable,~~
25 ~~quality health care for all state citizens; and~~

26 ~~(iv) The state's fiscal interest in reducing reliance upon public~~
27 ~~benefit programs including but not limited to medical coupons, food~~
28 ~~stamps, subsidized housing, and emergency medical services.~~

29 ~~(6) Subsections (2) and (3) of this section may not be construed to~~
30 ~~authorize the panel to require the employer to pay, directly or~~
31 ~~indirectly, the increased employee contributions resulting from chapter~~
32 ~~502, Laws of 1993 or chapter 517, Laws of 1993 as required under~~
33 ~~chapter 41.26 RCW.)~~

34 NEW SECTION. **Sec. 7.** The following acts or parts of acts are each
35 repealed:

36 (1) RCW 41.80.001 (Application of chapter) and 2002 c 354 s 301;

1 (2) RCW 41.80.002 (Reduction in state agency operating expenses--
2 Application of section 3, chapter 32, Laws of 2010 1st sp. sess.) and
3 2010 1st sp.s. c 32 s 4;
4 (3) RCW 41.80.005 (Definitions) and 2002 c 354 s 321;
5 (4) RCW 41.80.010 (Negotiation and ratification of collective
6 bargaining agreements) and 2010 c 104 s 1 & 2002 c 354 s 302;
7 (5) RCW 41.80.020 (Scope of bargaining) and 2010 c 283 s 16 & 2002
8 c 354 s 303;
9 (6) RCW 41.80.030 (Contents of collective bargaining agreements--
10 Execution) and 2002 c 354 s 304;
11 (7) RCW 41.80.040 (Management rights--Not subject to bargaining)
12 and 2002 c 354 s 305;
13 (8) RCW 41.80.050 (Rights of employees) and 2002 c 354 s 306;
14 (9) RCW 41.80.060 (Right to strike not granted) and 2002 c 354 s
15 307;
16 (10) RCW 41.80.070 (Bargaining units--Certification) and 2002 c 354
17 s 308;
18 (11) RCW 41.80.080 (Representation--Elections--Rules) and 2002 c
19 354 s 309;
20 (12) RCW 41.80.090 (Failure to reach agreement--Third party
21 involvement--Expiration of agreements during negotiation) and 2002 c
22 354 s 310;
23 (13) RCW 41.80.100 (Union security--Fees and dues--Right of
24 nonassociation) and 2002 c 354 s 311;
25 (14) RCW 41.80.110 (Unfair labor practices enumerated) and 2002 c
26 354 s 312;
27 (15) RCW 41.80.120 (Unfair labor practice procedures--Powers and
28 duties of commission) and 2002 c 354 s 313;
29 (16) RCW 41.80.130 (Enforcement of collective bargaining
30 agreements--Arbitrators--Subpoenas--Superior court) and 2002 c 354 s
31 314;
32 (17) RCW 41.80.140 (Office of financial management's labor
33 relations service account--Created) and 2002 c 354 s 322;
34 (18) RCW 41.80.900 (Powers, duties, and functions pertaining to
35 collective bargaining--Transferred to public employment relations
36 commission--Exceptions) and 2002 c 354 s 315;
37 (19) RCW 41.80.901 (Transfer of assets--Appropriations) and 2002 c
38 354 s 316;

1 (20) RCW 41.80.902 (Schedule for transfer of employees and
2 property) and 2002 c 354 s 317;
3 (21) RCW 41.80.903 (Pending business to be continued and acted
4 upon) and 2002 c 354 s 318;
5 (22) RCW 41.80.904 (Validity of actions not affected) and 2002 c
6 354 s 319;
7 (23) RCW 41.80.905 (Apportionment of funds) and 2002 c 354 s 320;
8 (24) RCW 41.80.907 (Short title--2002 c 354) and 2002 c 354 s 101;
9 (25) RCW 41.80.908 (Headings, captions not law--2002 c 354) and
10 2002 c 354 s 405;
11 (26) RCW 41.80.909 (Severability--2002 c 354) and 2002 c 354 s 410;
12 (27) RCW 41.80.910 (Effective dates--2002 c 354) and 2002 c 354 s
13 411;
14 (28) RCW 47.64.005 (Declaration of policy) and 1961 c 13 s
15 47.64.005;
16 (29) RCW 47.64.006 (Public policy) and 1989 c 327 s 1 & 1983 c 15
17 s 1;
18 (30) RCW 47.64.011 (Definitions) and 2006 c 164 s 1 & 1983 c 15 s
19 2;
20 (31) RCW 47.64.090 (Other party operating ferry by rent, lease, or
21 charter--Passenger-only ferry service) and 2003 c 373 s 3, 2003 c 91 s
22 1, 2003 c 83 s 205, 1983 c 15 s 27, & 1961 c 13 s 47.64.090;
23 (32) RCW 47.64.120 (Scope of negotiations--Interest on retroactive
24 compensation increases--Agreement conflicts) and 2010 c 283 s 10, 2006
25 c 164 s 3, 1997 c 436 s 1, & 1983 c 15 s 3;
26 (33) RCW 47.64.130 (Unfair labor practices) and 2010 c 8 s 10021,
27 2006 c 164 s 4, & 1983 c 15 s 4;
28 (34) RCW 47.64.140 (Strikes, work stoppages, and lockouts
29 prohibited) and 2006 c 164 s 5, 1989 c 373 s 25, & 1983 c 15 s 5;
30 (35) RCW 47.64.150 (Grievance procedures) and 1983 c 15 s 6;
31 (36) RCW 47.64.160 (Union security provisions) and 1983 c 15 s 7;
32 (37) RCW 47.64.170 (Collective bargaining procedures) and 2010 c
33 283 s 11, 2007 c 160 s 1, 2006 c 164 s 6, & 1983 c 15 s 8;
34 (38) RCW 47.64.175 (Collective bargaining agreement negotiation)
35 and 2006 c 164 s 2;
36 (39) RCW 47.64.200 (Impasse procedures) and 2010 c 283 s 12, 2006
37 c 164 s 7, & 1983 c 15 s 11;

1 (40) RCW 47.64.210 (Mediation) and 2007 c 160 s 2, 2006 c 164 s 8,
2 & 1983 c 15 s 12;

3 (41) RCW 47.64.230 (Waiver of mediation) and 2007 c 160 s 3, 2006
4 c 164 s 11, & 1983 c 15 s 14;

5 (42) RCW 47.64.250 (Legal actions) and 2010 c 8 s 10022 & 1983 c 15
6 s 16;

7 (43) RCW 47.64.260 (Notice and service) and 2001 c 19 s 1 & 1983 c
8 15 s 17;

9 (44) RCW 47.64.270 (Insurance and health care) and 2010 c 283 s 13,
10 2006 c 164 s 17, 1995 1st sp.s. c 6 s 6, 1993 c 492 s 224, 1988 c 107
11 s 21, 1987 c 78 s 2, & 1983 c 15 s 18;

12 (45) RCW 47.64.280 (Marine employees' commission) and 2010 c 283 s
13 14, 2006 c 164 s 18, 1984 c 287 s 95, & 1983 c 15 s 19;

14 (46) RCW 47.64.290 (Toll bridge employees subject to civil service)
15 and 1984 c 48 s 2;

16 (47) RCW 47.64.300 (Interest arbitration--Procedures) and 2007 c
17 160 s 4 & 2006 c 164 s 12;

18 (48) RCW 47.64.310 (Interest arbitration--Function) and 2006 c 164
19 s 13;

20 (49) RCW 47.64.320 (Parties not bound by arbitration--Arbitration
21 factors) and 2010 c 283 s 15 & 2006 c 164 s 14;

22 (50) RCW 47.64.330 (Collective bargaining limitations) and 2006 c
23 164 s 15;

24 (51) RCW 47.64.900 (Section captions not part of law--1983 c 15)
25 and 1983 c 15 s 29;

26 (52) RCW 47.64.910 (Severability--1983 c 15) and 1983 c 15 s 30;

27 (53) RCW 41.56.021 (Application of chapter to employees of
28 institutions of higher education--Exceptions--Limitations on
29 bargaining) and 2007 c 136 s 1;

30 (54) RCW 41.56.026 (Application of chapter to individual providers
31 under chapter 74.39A RCW) and 2002 c 3 s 12;

32 (55) RCW 41.56.027 (Application of chapter to passenger-only ferry
33 employees) and 2003 c 91 s 2;

34 (56) RCW 41.56.028 (Application of chapter to family child care
35 providers--Governor as public employer--Procedure--Intent) and 2007 c
36 278 s 2 & 2006 c 54 s 1;

37 (57) RCW 41.56.029 (Application of chapter to adult family home

1 providers--Governor as public employer--Procedure--Intent) and 2007 c
2 184 s 1;

3 (58) RCW 41.56.113 (Individual providers--Family child care
4 providers--Adult family home providers--Language access providers--
5 Deductions from payments for dues--State is payor, not employer) and
6 2010 c 296 s 4, 2007 c 184 s 3, 2006 c 54 s 3, 2004 c 3 s 7, & 2002 c
7 99 s 1;

8 (59) RCW 41.56.203 (University of Washington--Certain employees
9 enrolled in an academic program--Scope of collective bargaining) and
10 2002 c 34 s 2;

11 (60) RCW 41.56.205 (Washington State University--Certain employees
12 enrolled in an academic program--Scope of collective bargaining) and
13 2008 c 203 s 2;

14 (61) RCW 41.56.473 (Uniformed personnel--Application of chapter to
15 Washington state patrol--Bargaining subjects) and 2005 c 438 s 1 & 1999
16 c 217 s 3;

17 (62) RCW 41.56.475 (Uniformed personnel--Application of chapter to
18 Washington state patrol--Mediation and arbitration) and 2008 c 149 s 1,
19 2005 c 438 s 2, 1999 c 217 s 4, 1993 c 351 s 1, 1988 c 110 s 2, & 1987
20 c 135 s 3;

21 (63) RCW 41.56.510 (Application of chapter to language access
22 providers--Governor as public employer--Procedure--Intent) and 2010 c
23 296 s 2;

24 (64) RCW 74.39A.270 (Collective bargaining--Circumstances in which
25 individual providers are considered public employees--Exceptions) and
26 2007 c 361 s 7, 2007 c 278 s 3, 2006 c 106 s 1, 2004 c 3 s 1, & 2002 c
27 3 s 6;

28 (65) RCW 74.39A.300 (Funding) and 2004 c 3 s 2 & 2002 c 3 s 9; and

29 (66) RCW 74.39A.310 (Contract for individual home care services
30 providers--Cost of increase in wages and benefits funded--Formula) and
31 2007 c 361 s 8 & 2006 c 9 s 1.

32 NEW SECTION. **Sec. 8.** Nothing contained in this act may be
33 construed to alter any existing collective bargaining unit or the
34 provisions of any existing collective bargaining agreement until the
35 agreement has expired. However, an existing collective bargaining
36 agreement may not be extended or renewed after the effective date of
37 this section.

1 NEW SECTION. **Sec. 9.** This act is necessary for the immediate
2 preservation of the public peace, health, or safety, or support of the
3 state government and its existing public institutions, and takes effect
4 immediately.

--- END ---