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**SUBSTITUTE HOUSE BILL 1042**

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**State of Washington**

**66th Legislature**

**2019 Regular Session**

**By** House Labor & Workplace Standards (originally sponsored by Representatives Blake, Griffey, Sells, Eslick, Lovick, Irwin, Appleton, Pellicciotti, Riccelli, Kirby, Kilduff, Caldier, Ryu, Chapman, Tharinger, Stonier, Sullivan, Fitzgibbon, Wylie, Bergquist, Doglio, Pollet, Stanford, Frame, and Leavitt)

READ FIRST TIME 01/30/19.

1 AN ACT Relating to granting interest arbitration to department of  
2 corrections employees; amending RCW 41.80.005 and 41.80.010; and  
3 adding new sections to chapter 41.80 RCW.

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

5 **Sec. 1.** RCW 41.80.005 and 2011 1st sp.s. c 43 s 444 are each  
6 amended to read as follows:

7 Unless the context clearly requires otherwise, the definitions in  
8 this section apply throughout this chapter.

9 (1) "Agency" means any agency as defined in RCW 41.06.020 and  
10 covered by chapter 41.06 RCW.

11 (2) "Collective bargaining" means the performance of the mutual  
12 obligation of the representatives of the employer and the exclusive  
13 bargaining representative to meet at reasonable times and to bargain  
14 in good faith in an effort to reach agreement with respect to the  
15 subjects of bargaining specified under RCW 41.80.020. The obligation  
16 to bargain does not compel either party to agree to a proposal or to  
17 make a concession, except as otherwise provided in this chapter.

18 (3) "Commission" means the public employment relations  
19 commission.

20 (4) "Confidential employee" means an employee who, in the regular  
21 course of his or her duties, assists in a confidential capacity

1 persons who formulate, determine, and effectuate management policies  
2 with regard to labor relations or who, in the regular course of his  
3 or her duties, has authorized access to information relating to the  
4 effectuation or review of the employer's collective bargaining  
5 policies, or who assists or aids a manager. "Confidential employee"  
6 also includes employees who assist assistant attorneys general who  
7 advise and represent managers or confidential employees in personnel  
8 or labor relations matters, or who advise or represent the state in  
9 tort actions.

10 (5) "Director" means the director of the public employment  
11 relations commission.

12 (6) "Employee" means any employee, including employees whose work  
13 has ceased in connection with the pursuit of lawful activities  
14 protected by this chapter, covered by chapter 41.06 RCW, except:

15 (a) Employees covered for collective bargaining by chapter 41.56  
16 RCW;

17 (b) Confidential employees;

18 (c) Members of the Washington management service;

19 (d) Internal auditors in any agency; or

20 (e) Any employee of the commission, the office of financial  
21 management, or the office of risk management within the department of  
22 enterprise services.

23 (7) "Employee organization" means any organization, union, or  
24 association in which employees participate and that exists for the  
25 purpose, in whole or in part, of collective bargaining with  
26 employers.

27 (8) "Employer" means the state of Washington.

28 (9) "Exclusive bargaining representative" means any employee  
29 organization that has been certified under this chapter as the  
30 representative of the employees in an appropriate bargaining unit.

31 (10) "Institutions of higher education" means the University of  
32 Washington, Washington State University, Central Washington  
33 University, Eastern Washington University, Western Washington  
34 University, The Evergreen State College, and the various state  
35 community colleges.

36 (11) "Labor dispute" means any controversy concerning terms,  
37 tenure, or conditions of employment, or concerning the association or  
38 representation of persons in negotiating, fixing, maintaining,  
39 changing, or seeking to arrange terms or conditions of employment  
40 with respect to the subjects of bargaining provided in this chapter,

1 regardless of whether the disputants stand in the proximate relation  
2 of employer and employee.

3 (12) "Manager" means "manager" as defined in RCW 41.06.022.

4 (13) "Supervisor" means an employee who has authority, in the  
5 interest of the employer, to hire, transfer, suspend, lay off,  
6 recall, promote, discharge, direct, reward, or discipline employees,  
7 or to adjust employee grievances, or effectively to recommend such  
8 action, if the exercise of the authority is not of a merely routine  
9 nature but requires the consistent exercise of individual judgment.  
10 However, no employee who is a member of the Washington management  
11 service may be included in a collective bargaining unit established  
12 under this section.

13 (14) "Unfair labor practice" means any unfair labor practice  
14 listed in RCW 41.80.110.

15 (15) "Department of corrections employees" means employees  
16 covered by chapter 41.06 RCW working for the department of  
17 corrections, except confidential employees, members of the Washington  
18 management service, and internal auditors.

19 **Sec. 2.** RCW 41.80.010 and 2017 3rd sp.s. c 23 s 3 are each  
20 amended to read as follows:

21 (1) For the purpose of negotiating collective bargaining  
22 agreements under this chapter, the employer shall be represented by  
23 the governor or governor's designee, except as provided for  
24 institutions of higher education in subsection (4) of this section.

25 (2) (a) If an exclusive bargaining representative represents more  
26 than one bargaining unit, the exclusive bargaining representative  
27 shall negotiate with each employer representative as designated in  
28 subsection (1) of this section one master collective bargaining  
29 agreement on behalf of all the employees in bargaining units that the  
30 exclusive bargaining representative represents. For those exclusive  
31 bargaining representatives who represent fewer than a total of five  
32 hundred employees each, negotiation shall be by a coalition of all  
33 those exclusive bargaining representatives. The coalition shall  
34 bargain for a master collective bargaining agreement covering all of  
35 the employees represented by the coalition. The governor's designee  
36 and the exclusive bargaining representative or representatives are  
37 authorized to enter into supplemental bargaining of agency-specific  
38 issues for inclusion in or as an addendum to the master collective  
39 bargaining agreement, subject to the parties' agreement regarding the

1 issues and procedures for supplemental bargaining. This section does  
2 not prohibit cooperation and coordination of bargaining between two  
3 or more exclusive bargaining representatives.

4 (b) This subsection (2) does not apply to exclusive bargaining  
5 representatives who represent employees of institutions of higher  
6 education, except when the institution of higher education has  
7 elected to exercise its option under subsection (4) of this section  
8 to have its negotiations conducted by the governor or governor's  
9 designee under the procedures provided for general government  
10 agencies in subsections (1) through (3) of this section.

11 (c) If five hundred or more employees of an independent state  
12 elected official listed in RCW 43.01.010 are organized in a  
13 bargaining unit or bargaining units under RCW 41.80.070, the official  
14 shall be consulted by the governor or the governor's designee before  
15 any agreement is reached under (a) of this subsection concerning  
16 supplemental bargaining of agency specific issues affecting the  
17 employees in such bargaining unit.

18 (3) The governor shall submit a request for funds necessary to  
19 implement the compensation and fringe benefit provisions in the  
20 master collective bargaining agreement or for legislation necessary  
21 to implement the agreement. Requests for funds necessary to implement  
22 the provisions of bargaining agreements shall not be submitted to the  
23 legislature by the governor unless such requests:

24 (a) Have been submitted to the director of the office of  
25 financial management by October 1 prior to the legislative session at  
26 which the requests are to be considered; and

27 (b) Have been certified by the director of the office of  
28 financial management as being feasible financially for the state or  
29 reflects the decision of an arbitration panel reached under section 5  
30 of this act.

31 The legislature shall approve or reject the submission of the  
32 request for funds as a whole. The legislature shall not consider a  
33 request for funds to implement a collective bargaining agreement  
34 unless the request is transmitted to the legislature as part of the  
35 governor's budget document submitted under RCW 43.88.030 and  
36 43.88.060. If the legislature rejects or fails to act on the  
37 submission, either party may reopen all or part of the agreement or  
38 the exclusive bargaining representative may seek to implement the  
39 procedures provided for in RCW 41.80.090.

1 (4) (a) (i) For the purpose of negotiating agreements for  
2 institutions of higher education, the employer shall be the  
3 respective governing board of each of the universities, colleges, or  
4 community colleges or a designee chosen by the board to negotiate on  
5 its behalf.

6 (ii) A governing board of a university or college may elect to  
7 have its negotiations conducted by the governor or governor's  
8 designee under the procedures provided for general government  
9 agencies in subsections (1) through (3) of this section, except that:

10 (A) The governor or the governor's designee and an exclusive  
11 bargaining representative shall negotiate one master collective  
12 bargaining agreement for all of the bargaining units of employees of  
13 a university or college that the representative represents; or

14 (B) If the parties mutually agree, the governor or the governor's  
15 designee and an exclusive bargaining representative shall negotiate  
16 one master collective bargaining agreement for all of the bargaining  
17 units of employees of more than one university or college that the  
18 representative represents.

19 (iii) A governing board of a community college may elect to have  
20 its negotiations conducted by the governor or governor's designee  
21 under the procedures provided for general government agencies in  
22 subsections (1) through (3) of this section.

23 (b) Prior to entering into negotiations under this chapter, the  
24 institutions of higher education or their designees shall consult  
25 with the director of the office of financial management regarding  
26 financial and budgetary issues that are likely to arise in the  
27 impending negotiations.

28 (c) (i) In the case of bargaining agreements reached between  
29 institutions of higher education other than the University of  
30 Washington and exclusive bargaining representatives agreed to under  
31 the provisions of this chapter, if appropriations are necessary to  
32 implement the compensation and fringe benefit provisions of the  
33 bargaining agreements, the governor shall submit a request for such  
34 funds to the legislature according to the provisions of subsection  
35 (3) of this section, except as provided in (c) (iii) of this  
36 subsection.

37 (ii) In the case of bargaining agreements reached between the  
38 University of Washington and exclusive bargaining representatives  
39 agreed to under the provisions of this chapter, if appropriations are  
40 necessary to implement the compensation and fringe benefit provisions

1 of a bargaining agreement, the governor shall submit a request for  
2 such funds to the legislature according to the provisions of  
3 subsection (3) of this section, except as provided in this subsection  
4 (4) (c) (ii) and as provided in (c) (iii) of this subsection.

5 (A) If appropriations of less than ten thousand dollars are  
6 necessary to implement the provisions of a bargaining agreement, a  
7 request for such funds shall not be submitted to the legislature by  
8 the governor unless the request has been submitted to the director of  
9 the office of financial management by October 1 prior to the  
10 legislative session at which the request is to be considered.

11 (B) If appropriations of ten thousand dollars or more are  
12 necessary to implement the provisions of a bargaining agreement, a  
13 request for such funds shall not be submitted to the legislature by  
14 the governor unless the request:

15 (I) Has been submitted to the director of the office of financial  
16 management by October 1 prior to the legislative session at which the  
17 request is to be considered; and

18 (II) Has been certified by the director of the office of  
19 financial management as being feasible financially for the state.

20 (C) If the director of the office of financial management does  
21 not certify a request under (c) (ii) (B) of this subsection as being  
22 feasible financially for the state, the parties shall enter into  
23 collective bargaining solely for the purpose of reaching a mutually  
24 agreed upon modification of the agreement necessary to address the  
25 absence of those requested funds. The legislature may act upon the  
26 compensation and fringe benefit provisions of the modified collective  
27 bargaining agreement if those provisions are agreed upon and  
28 submitted to the office of financial management and legislative  
29 budget committees before final legislative action on the biennial or  
30 supplemental operating budget by the sitting legislature.

31 (iii) In the case of a bargaining unit of employees of  
32 institutions of higher education in which the exclusive bargaining  
33 representative is certified during or after the conclusion of a  
34 legislative session, the legislature may act upon the compensation  
35 and fringe benefit provisions of the unit's initial collective  
36 bargaining agreement if those provisions are agreed upon and  
37 submitted to the office of financial management and legislative  
38 budget committees before final legislative action on the biennial or  
39 supplemental operating budget by the sitting legislature.

1 (5) If, after the compensation and fringe benefit provisions of  
2 an agreement are approved by the legislature, a significant revenue  
3 shortfall occurs resulting in reduced appropriations, as declared by  
4 proclamation of the governor or by resolution of the legislature,  
5 both parties shall immediately enter into collective bargaining for a  
6 mutually agreed upon modification of the agreement.

7 (6) After the expiration date of a collective bargaining  
8 agreement negotiated under this chapter, all of the terms and  
9 conditions specified in the collective bargaining agreement remain in  
10 effect until the effective date of a subsequently negotiated  
11 agreement, not to exceed one year from the expiration date stated in  
12 the agreement. Thereafter, the employer may unilaterally implement  
13 according to law.

14 (7) For the 2013-2015 fiscal biennium, a collective bargaining  
15 agreement related to employee health care benefits negotiated between  
16 the employer and coalition pursuant to RCW 41.80.020(3) regarding the  
17 dollar amount expended on behalf of each employee shall be a separate  
18 agreement for which the governor may request funds necessary to  
19 implement the agreement. The legislature may act upon a 2013-2015  
20 collective bargaining agreement related to employee health care  
21 benefits if an agreement is reached and submitted to the office of  
22 financial management and legislative budget committees before final  
23 legislative action on the biennial or supplemental operating  
24 appropriations act by the sitting legislature.

25 (8)(a) For the 2015-2017 fiscal biennium, the governor may  
26 request funds to implement:

27 (i) Modifications to collective bargaining agreements as set  
28 forth in a memorandum of understanding negotiated between the  
29 employer and the service employees international union healthcare  
30 1199nw, an exclusive bargaining representative, that was necessitated  
31 by an emergency situation or an imminent jeopardy determination by  
32 the center for medicare and medicaid services that relates to the  
33 safety or health of the clients, employees, or both the clients and  
34 employees.

35 (ii) Unilaterally implemented modifications to collective  
36 bargaining agreements, resulting from the employer being prohibited  
37 from negotiating with an exclusive bargaining representative due to a  
38 pending representation petition, necessitated by an emergency  
39 situation or an imminent jeopardy determination by the center for

1 medicare and medicaid services that relates to the safety or health  
2 of the clients, employees, or both the clients and employees.

3 (iii) Modifications to collective bargaining agreements as set  
4 forth in a memorandum of understanding negotiated between the  
5 employer and the union of physicians of Washington, an exclusive  
6 bargaining representative, that was necessitated by an emergency  
7 situation or an imminent jeopardy determination by the center for  
8 medicare and medicaid services that relates to the safety or health  
9 of the clients, employees, or both the clients and employees. If the  
10 memorandum of understanding submitted to the legislature as part of  
11 the governor's budget document is rejected by the legislature, and  
12 the parties reach a new memorandum of understanding by June 30, 2016,  
13 within the funds, conditions, and limitations provided in section  
14 204, chapter 36, Laws of 2016 sp. sess., the new memorandum of  
15 understanding shall be considered approved by the legislature and may  
16 be retroactive to December 1, 2015.

17 (iv) Modifications to collective bargaining agreements as set  
18 forth in a memorandum of understanding negotiated between the  
19 employer and the teamsters union local 117, an exclusive bargaining  
20 representative, for salary adjustments for the state employee job  
21 classifications of psychiatrist, psychiatric social worker, and  
22 psychologist.

23 (b) For the 2015-2017 fiscal biennium, the legislature may act  
24 upon the request for funds for modifications to a 2015-2017  
25 collective bargaining agreement under (a)(i), (ii), (iii), and (iv)  
26 of this subsection if funds are requested by the governor before  
27 final legislative action on the supplemental omnibus appropriations  
28 act by the sitting legislature.

29 (c) The request for funding made under this subsection and any  
30 action by the legislature taken pursuant to this subsection is  
31 limited to the modifications described in this subsection and may not  
32 otherwise affect the original terms of the 2015-2017 collective  
33 bargaining agreement.

34 (d) Subsection (3)(a) and (b) of this section do not apply to  
35 requests for funding made pursuant to this subsection.

36 NEW SECTION. **Sec. 3.** A new section is added to chapter 41.80  
37 RCW to read as follows:

38 The intent and purpose of sections 4 through 10 of this act is to  
39 recognize that there exists a public policy in the state of



1 Washington against strikes as a means of settling labor disputes;  
2 that the uninterrupted and dedicated service of department of  
3 corrections employees is vital to the welfare and public safety of  
4 the state of Washington; and to promote such dedicated and  
5 uninterrupted public service there should exist an effective and  
6 adequate alternative means of settling disputes.

7 NEW SECTION. **Sec. 4.** A new section is added to chapter 41.80  
8 RCW to read as follows:

9 Negotiations between the employer and the exclusive bargaining  
10 representative of a unit of department of corrections employees shall  
11 be commenced at least five months before the submission of the budget  
12 to the legislature. If no agreement has been reached sixty days after  
13 the commencement of such negotiations then, at any time thereafter,  
14 either party may declare that an impasse exists and may submit the  
15 dispute to the commission for mediation, with or without the  
16 concurrence of the other party. The commission shall appoint a  
17 mediator, who must promptly meet with the representatives of the  
18 parties, either jointly or separately, and take such other steps as  
19 the mediator deems appropriate in order to persuade the parties to  
20 resolve their differences and effect an agreement. A mediator does  
21 not have a power of compulsion. The mediator may consider only  
22 matters that are subject to bargaining under this chapter.

23 NEW SECTION. **Sec. 5.** A new section is added to chapter 41.80  
24 RCW to read as follows:

25 (1)(a) Within ten working days after the first Monday in  
26 September of every odd-numbered year, the state's bargaining  
27 representative and the exclusive bargaining representative for the  
28 appropriate bargaining unit shall attempt to agree on an interest  
29 arbitration panel consisting of three members to be used if the  
30 parties are not successful in negotiating a comprehensive collective  
31 bargaining agreement. Each party shall name one person to serve as  
32 its arbitrator on the arbitration panel. The two members so appointed  
33 shall meet within seven days following the appointment of the later  
34 appointed member to attempt to choose a third member to act as the  
35 neutral chair of the arbitration panel. Upon the failure of the  
36 arbitrators to select a neutral chair within seven days, the two  
37 appointed members shall use one of the two following options in the  
38 appointment of the third member, who shall act as chair of the panel:

1 (i) By mutual consent, the two appointed members may jointly  
2 request the commission to, and the commission shall, appoint a third  
3 member within two days of such a request. Costs of each party's  
4 appointee shall be borne by each party respectively; other costs of  
5 the arbitration proceedings shall be borne by the commission; or

6 (ii) Either party may apply to the commission, the federal  
7 mediation and conciliation service, or the American arbitration  
8 association to provide a list of five qualified arbitrators from  
9 which the neutral chair shall be chosen.

10 (b) Each party shall pay the fees and expenses of its arbitrator,  
11 and the fees and expenses of the neutral chair must be shared equally  
12 between the parties.

13 (2) Immediately upon selecting an interest arbitration panel, the  
14 parties shall cooperate to reserve dates with the arbitration panel  
15 for potential arbitration between August 1st and September 15th of  
16 the following even-numbered year. The parties shall also prepare a  
17 schedule of at least five negotiation dates for the following year,  
18 absent an agreement to the contrary. The parties shall execute a  
19 written agreement before November 1st of each odd-numbered year  
20 setting forth the names of the members of the arbitration panel and  
21 the dates reserved for bargaining and arbitration. This subsection  
22 imposes minimum obligations only and is not intended to define or  
23 limit a party's full, good faith bargaining obligation under other  
24 sections of this chapter.

25 (3) If the parties are not successful in negotiating a  
26 comprehensive collective bargaining agreement, a hearing shall be  
27 held. The hearing must be informal and each party must have the  
28 opportunity to present evidence and make argument. No member of the  
29 arbitration panel may present the case for a party to the  
30 proceedings. The rules of evidence prevailing in judicial proceedings  
31 may be considered, but are not binding, and any oral testimony or  
32 documentary evidence or other data deemed relevant by the chair of  
33 the arbitration panel may be received in evidence. A recording of the  
34 proceedings must be taken. The arbitration panel has the power to  
35 administer oaths, require the attendance of witnesses, and require  
36 the production of such books, papers, contracts, agreements, and  
37 documents as may be deemed by the panel to be material to a just  
38 determination of the issues in dispute. If any person refuses to obey  
39 a subpoena issued by the arbitration panel, or refuses to be sworn or  
40 to make an affirmation to testify, or any witness, party, or attorney

1 for a party is guilty of any contempt while in attendance at any  
2 hearing held under this section, the arbitration panel may invoke the  
3 jurisdiction of the superior court in the county where the labor  
4 dispute exists, and the court has jurisdiction to issue an  
5 appropriate order. Any failure to obey the order may be punished by  
6 the court as a contempt thereof. The hearing conducted by the  
7 arbitration panel must be concluded within twenty-five days following  
8 the selection or designation of the neutral chair of the arbitration  
9 panel, unless the parties agree to a longer period.

10 (4) The neutral chair shall consult with the other members of the  
11 arbitration panel, and, within thirty days following the conclusion  
12 of the hearing, the neutral chair must make written findings of fact  
13 and a written determination of the issues in dispute, based on the  
14 evidence presented. A copy thereof must be served on the commission,  
15 on each of the other members of the arbitration panel, and on each of  
16 the parties to the dispute.

17 (5) Except as provided in this subsection, the written  
18 determination is final and binding upon both parties.

19 (a) The written determination is subject to review by the  
20 superior court upon the application of either party solely upon the  
21 question of whether the decision of the panel was arbitrary or  
22 capricious.

23 (b) The written determination is not binding on the legislature  
24 and, if the legislature does not approve the funds necessary to  
25 implement provisions pertaining to compensation and fringe benefits  
26 of an arbitrated collective bargaining agreement, is not binding on  
27 the state.

28 (6) The arbitration panel may consider only matters that are  
29 subject to bargaining under this chapter.

30 NEW SECTION. **Sec. 6.** A new section is added to chapter 41.80  
31 RCW to read as follows:

32 An interest arbitration panel created under section 5 of this  
33 act, in the performance of its duties under this chapter, exercises a  
34 state function and is, for the purposes of this chapter, a state  
35 agency. Chapter 34.05 RCW does not apply to proceedings before an  
36 interest arbitration panel under this chapter.

37 NEW SECTION. **Sec. 7.** A new section is added to chapter 41.80  
38 RCW to read as follows:

1 In making its determination, the panel must be mindful of the  
2 legislative purpose enumerated in section 3 of this act and, as  
3 additional standards or guidelines to aid it in reaching a decision,  
4 must take into consideration the following factors:

5 (1) The financial ability of the department of corrections to pay  
6 for the compensation and benefit provisions of a collective  
7 bargaining agreement;

8 (2) The constitutional and statutory authority of the employer;

9 (3) Stipulations of the parties;

10 (4) Comparison of the wages, hours, and conditions of employment  
11 of personnel involved in the proceedings with the wages, hours, and  
12 conditions of employment of like personnel of like state government  
13 employers of similar size in the western United States;

14 (5) The ability of the department of corrections to retain  
15 employees;

16 (6) The overall compensation presently received by department of  
17 corrections employees, including direct wage compensation, vacations,  
18 holidays, and other paid excused time, pensions, insurance benefits,  
19 and all other direct or indirect monetary benefits received;

20 (7) Changes in any of the factors listed in this subsection  
21 during the pendency of the proceedings; and

22 (8) Such other factors that are normally or traditionally taken  
23 into consideration in the determination of matters subject to  
24 bargaining under RCW 41.80.020(1).

25 NEW SECTION. **Sec. 8.** A new section is added to chapter 41.80  
26 RCW to read as follows:

27 During the pendency of the proceedings before the arbitration  
28 panel, existing wages, hours, and other conditions of employment  
29 shall not be changed by action of either party without the consent of  
30 the other but a party may so consent without prejudice to the party's  
31 rights or position under sections 4 through 10 of this act.

32 NEW SECTION. **Sec. 9.** A new section is added to chapter 41.80  
33 RCW to read as follows:

34 (1) If the representative of either or both the department of  
35 corrections employees and the employer refuses to submit to the  
36 procedures set forth in sections 4 and 5 of this act, the parties, or  
37 the commission on its own motion, may invoke the jurisdiction of the  
38 superior court for the county in which the labor dispute exists and

1 the court shall have jurisdiction to issue an appropriate order. A  
2 failure to obey the order may be punished by the court as a contempt  
3 thereof.

4 (2) Except as provided in this subsection, a decision of the  
5 arbitration panel is final and binding on the parties, and may be  
6 enforced at the instance of either party, the arbitration panel, or  
7 the commission in the superior court for the county where the dispute  
8 arose.

9 (a) The written determination is subject to review by the  
10 superior court upon the application of either party solely upon the  
11 question of whether the decision of the panel was arbitrary or  
12 capricious.

13 (b) The written determination is not binding on the legislature  
14 and, if the legislature does not approve the funds necessary to  
15 implement provisions pertaining to compensation and fringe benefits  
16 of an arbitrated collective bargaining agreement, is not binding on  
17 the state.

18 NEW SECTION. **Sec. 10.** A new section is added to chapter 41.80  
19 RCW to read as follows:

20 The right of department of corrections employees to engage in any  
21 strike, work slowdown, or stoppage is not granted. An employee  
22 organization recognized as the exclusive bargaining representative of  
23 department of corrections employees subject to this chapter that  
24 willfully disobeys a lawful order of enforcement by a superior court  
25 under this section and section 9 of this act, or willfully offers  
26 resistance to an order, whether by strike or otherwise, is in  
27 contempt of court as provided in chapter 7.21 RCW. An employer that  
28 willfully disobeys a lawful order of enforcement by a superior court  
29 under section 9 of this act or willfully offers resistance to such  
30 order is in contempt of court as provided in chapter 7.21 RCW.

31 NEW SECTION. **Sec. 11.** A new section is added to chapter 41.80  
32 RCW to read as follows:

33 (1) By January 1, 2020, the public employment relations  
34 commission shall review the appropriateness of the bargaining units  
35 that consist of or include department of corrections employees and  
36 exist on the effective date of this section. If the commission  
37 determines that an existing bargaining unit is not appropriate under  
38 RCW 41.80.070, the commission may modify the unit.

1           (2) The exclusive bargaining representatives certified to  
2 represent the bargaining units that consist of or include department  
3 of corrections employees and exist on the effective date of this  
4 section shall continue as the exclusive bargaining representative  
5 without the necessity of an election as of the effective date of this  
6 section. However, there may be proceedings concerning representation  
7 under this chapter thereafter.

--- END ---