

CERTIFICATION OF ENROLLMENT
SUBSTITUTE HOUSE BILL 1282

56th Legislature
1999 Regular Session

Passed by the House April 24, 1999
Yeas 96 Nays 0

Speaker of the House of Representatives

Speaker of the House of Representatives

Passed by the Senate April 12, 1999
Yeas 43 Nays 2

President of the Senate

Approved

Governor of the State of Washington

CERTIFICATE

We, Dean R. Foster and Timothy A. Martin, Co-Chief Clerks of the House of Representatives of the State of Washington, do hereby certify that the attached is **SUBSTITUTE HOUSE BILL 1282** as passed by the House of Representatives and the Senate on the dates hereon set forth.

Chief Clerk

Chief Clerk

FILED

**Secretary of State
State of Washington**

SUBSTITUTE HOUSE BILL 1282

AS AMENDED BY THE SENATE

Passed Legislature - 1999 Regular Session

State of Washington 56th Legislature 1999 Regular Session

By House Committee on State Government (originally sponsored by Representatives Romero, Buck, Miloscia, Linville, Dickerson, Regala and Wolfe; by request of Commissioner of Public Lands)

Read first time 03/02/1999.

1 AN ACT Relating to authorizing state employee lump sum relocation
2 assistance; amending RCW 41.06.150; adding a new section to chapter
3 43.03 RCW; and creating a new section.

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

5 NEW SECTION. **Sec. 1.** The legislature finds that recruiting and
6 retaining a highly qualified work force is essential to deliver high
7 quality public programs. One factor that impairs recruitment or
8 transfer of public employees is the housing cost differential between
9 the rural and urban areas of the state. This housing cost differential
10 can cause state employees to decline promotional or transfer
11 opportunities if the costs associated with such moves are not
12 compensated.

13 Therefore, the legislature finds that it is in the interest of the
14 citizens of the state of Washington to authorize an employing agency to
15 offer assistance to state employees to relocate from one part of the
16 state to another. This assistance is referred to as relocation
17 compensation and is commonplace with private and federal government
18 employers.

1 NEW SECTION. **Sec. 2.** A new section is added to chapter 43.03 RCW
2 to read as follows:

3 An agency may, within existing resources, authorize lump sum
4 relocation compensation when it determines it is necessary to
5 successfully recruit and retain qualified candidates who will have to
6 make a domiciliary move in order to accept the position. It is lawful
7 for a state office, commission, department, or institution to, within
8 existing resources, authorize lump sum relocation compensation as
9 authorized by rule under chapter 41.06 RCW and in accordance with the
10 provisions of chapter 43.88 RCW. If the person receiving the
11 relocation payment terminates or causes termination with the state, for
12 reasons other than layoff, disability separation, or other good cause
13 as determined by an agency director, within one year of the date of the
14 employment, the state is entitled to reimbursement of the lump sum
15 compensation.

16 **Sec. 3.** RCW 41.06.150 and 1996 c 319 s 2 are each amended to read
17 as follows:

18 The board shall adopt rules, consistent with the purposes and
19 provisions of this chapter, as now or hereafter amended, and with the
20 best standards of personnel administration, regarding the basis and
21 procedures to be followed for:

22 (1) The reduction, dismissal, suspension, or demotion of an
23 employee;

24 (2) Certification of names for vacancies, including departmental
25 promotions, with the number of names equal to six more names than there
26 are vacancies to be filled, such names representing applicants rated
27 highest on eligibility lists: PROVIDED, That when other applicants
28 have scores equal to the lowest score among the names certified, their
29 names shall also be certified;

30 (3) Examinations for all positions in the competitive and
31 noncompetitive service;

32 (4) Appointments;

33 (5) Training and career development;

34 (6) Probationary periods of six to twelve months and rejections of
35 probationary employees, depending on the job requirements of the class,
36 except that entry level state park rangers shall serve a probationary
37 period of twelve months;

38 (7) Transfers;

1 (8) Sick leaves and vacations;

2 (9) Hours of work;

3 (10) Layoffs when necessary and subsequent reemployment, both
4 according to seniority;

5 (11) Determination of appropriate bargaining units within any
6 agency: PROVIDED, That in making such determination the board shall
7 consider the duties, skills, and working conditions of the employees,
8 the history of collective bargaining by the employees and their
9 bargaining representatives, the extent of organization among the
10 employees, and the desires of the employees;

11 (12) Certification and decertification of exclusive bargaining
12 representatives: PROVIDED, That after certification of an exclusive
13 bargaining representative and upon the representative's request, the
14 director shall hold an election among employees in a bargaining unit to
15 determine by a majority whether to require as a condition of employment
16 membership in the certified exclusive bargaining representative on or
17 after the thirtieth day following the beginning of employment or the
18 date of such election, whichever is the later, and the failure of an
19 employee to comply with such a condition of employment constitutes
20 cause for dismissal: PROVIDED FURTHER, That no more often than once in
21 each twelve-month period after expiration of twelve months following
22 the date of the original election in a bargaining unit and upon
23 petition of thirty percent of the members of a bargaining unit the
24 director shall hold an election to determine whether a majority wish to
25 rescind such condition of employment: PROVIDED FURTHER, That for
26 purposes of this clause, membership in the certified exclusive
27 bargaining representative is satisfied by the payment of monthly or
28 other periodic dues and does not require payment of initiation,
29 reinstatement, or any other fees or fines and includes full and
30 complete membership rights: AND PROVIDED FURTHER, That in order to
31 safeguard the right of nonassociation of public employees, based on
32 bona fide religious tenets or teachings of a church or religious body
33 of which such public employee is a member, such public employee shall
34 pay to the union, for purposes within the program of the union as
35 designated by such employee that would be in harmony with his or her
36 individual conscience, an amount of money equivalent to regular union
37 dues minus any included monthly premiums for union-sponsored insurance
38 programs, and such employee shall not be a member of the union but is
39 entitled to all the representation rights of a union member;

1 (13) Agreements between agencies and certified exclusive bargaining
2 representatives providing for grievance procedures and collective
3 negotiations on all personnel matters over which the appointing
4 authority of the appropriate bargaining unit of such agency may
5 lawfully exercise discretion;

6 (14) Written agreements may contain provisions for payroll
7 deductions of employee organization dues upon authorization by the
8 employee member and for the cancellation of such payroll deduction by
9 the filing of a proper prior notice by the employee with the appointing
10 authority and the employee organization: PROVIDED, That nothing
11 contained herein permits or grants to any employee the right to strike
12 or refuse to perform his or her official duties;

13 (15) Adoption and revision of a comprehensive classification plan
14 for all positions in the classified service, based on investigation and
15 analysis of the duties and responsibilities of each such position.

16 (a) The board shall not adopt job classification revisions or class
17 studies unless implementation of the proposed revision or study will
18 result in net cost savings, increased efficiencies, or improved
19 management of personnel or services, and the proposed revision or study
20 has been approved by the director of financial management in accordance
21 with chapter 43.88 RCW.

22 (b) Beginning July 1, 1995, through June 30, 1997, in addition to
23 the requirements of (a) of this subsection:

24 (i) The board may approve the implementation of salary increases
25 resulting from adjustments to the classification plan during the 1995-
26 97 fiscal biennium only if:

27 (A) The implementation will not result in additional net costs and
28 the proposed implementation has been approved by the director of
29 financial management in accordance with chapter 43.88 RCW;

30 (B) The implementation will take effect on July 1, 1996, and the
31 total net cost of all such actions approved by the board for
32 implementation during the 1995-97 fiscal biennium does not exceed the
33 amounts specified by the legislature specifically for this purpose; or

34 (C) The implementation is a result of emergent conditions.
35 Emergent conditions are defined as emergency situations requiring the
36 establishment of positions necessary for the preservation of the public
37 health, safety, or general welfare, which do not exceed \$250,000 of the
38 moneys identified in section 718(2), chapter 18, Laws of 1995 2nd sp.
39 sess.

1 (ii) The board shall approve only those salary increases resulting
2 from adjustments to the classification plan if they are due to
3 documented recruitment and retention difficulties, salary compression
4 or inversion, increased duties and responsibilities, or inequities.
5 For these purposes, inequities are defined as similar work assigned to
6 different job classes with a salary disparity greater than 7.5 percent.

7 (iii) Adjustments made to the higher education hospital special pay
8 plan are exempt from (b)(i) through (ii) of this subsection.

9 (c) Reclassifications, class studies, and salary adjustments to be
10 implemented during the 1997-99 and subsequent fiscal biennia are
11 governed by (a) of this subsection and RCW 41.06.152;

12 (16) Allocation and reallocation of positions within the
13 classification plan;

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

24 (18) Increment increases within the series of steps for each pay
25 grade based on length of service for all employees whose standards of
26 performance are such as to permit them to retain job status in the
27 classified service;

28 (19) Optional lump sum relocation compensation approved by the
29 agency director, whenever it is reasonably necessary that a person make
30 a domiciliary move in accepting a transfer or other employment with the
31 state. An agency must provide lump sum compensation within existing
32 resources. If the person receiving the relocation payment terminates
33 or causes termination with the state, for reasons other than layoff,
34 disability separation, or other good cause as determined by an agency
35 director, within one year of the date of the employment, the state is
36 entitled to reimbursement of the lump sum compensation from the person;

37 (20) Providing for veteran's preference as required by existing
38 statutes, with recognition of preference in regard to layoffs and
39 subsequent reemployment for veterans and their surviving spouses by

1 giving such eligible veterans and their surviving spouses additional
2 credit in computing their seniority by adding to their unbroken state
3 service, as defined by the board, the veteran's service in the military
4 not to exceed five years. For the purposes of this section, "veteran"
5 means any person who has one or more years of active military service
6 in any branch of the armed forces of the United States or who has less
7 than one year's service and is discharged with a disability incurred in
8 the line of duty or is discharged at the convenience of the government
9 and who, upon termination of such service has received an honorable
10 discharge, a discharge for physical reasons with an honorable record,
11 or a release from active military service with evidence of service
12 other than that for which an undesirable, bad conduct, or dishonorable
13 discharge shall be given: PROVIDED, HOWEVER, That the surviving spouse
14 of a veteran is entitled to the benefits of this section regardless of
15 the veteran's length of active military service: PROVIDED FURTHER,
16 That for the purposes of this section "veteran" does not include any
17 person who has voluntarily retired with twenty or more years of active
18 military service and whose military retirement pay is in excess of five
19 hundred dollars per month;

20 (~~(+20)~~) (21) Permitting agency heads to delegate the authority to
21 appoint, reduce, dismiss, suspend, or demote employees within their
22 agencies if such agency heads do not have specific statutory authority
23 to so delegate: PROVIDED, That the board may not authorize such
24 delegation to any position lower than the head of a major subdivision
25 of the agency;

26 (~~(+21)~~) (22) Assuring persons who are or have been employed in
27 classified positions before July 1, 1993, will be eligible for
28 employment, reemployment, transfer, and promotion in respect to
29 classified positions covered by this chapter;

30 (~~(+22)~~) (23) Affirmative action in appointment, promotion,
31 transfer, recruitment, training, and career development; development
32 and implementation of affirmative action goals and timetables; and
33 monitoring of progress against those goals and timetables.

34 The board shall consult with the human rights commission in the
35 development of rules pertaining to affirmative action. The department
36 of personnel shall transmit a report annually to the human rights

1 commission which states the progress each state agency has made in
2 meeting affirmative action goals and timetables.

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