CERTIFICATION OF ENROLLMENT

**ENGROSSED SENATE BILL 6229**

Chapter 250, Laws of 2018

65th Legislature

2018 Regular Session

EXCLUSIVE BARGAINING REPRESENTATIVES--NEW EMPLOYEE ACCESS

EFFECTIVE DATE: June 7, 2018

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| Passed by the Senate February 12, 2018  Yeas 27 Nays 20  KAREN KEISER  **President of the Senate**  Passed by the House February 27, 2018  Yeas 58 Nays 40  FRANK CHOPP  **Speaker of the House of Representatives** | CERTIFICATE  I, Brad Hendrickson, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **ENGROSSED SENATE BILL 6229** as passed by Senate and the House of Representatives on the dates hereon set forth.  BRAD HENDRICKSON  Secretary |
| Approved March 23, 2018 9:22 AM | March 26, 2018 |
| JAY INSLEE  **Governor of the State of Washington** | **Secretary of State**  **State of Washington** |

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**ENGROSSED SENATE BILL 6229**

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Passed Legislature - 2018 Regular Session

**State of Washington 65th Legislature 2018 Regular Session**

**By** Senators Van De Wege, Chase, Conway, Wellman, Hasegawa, Saldaña, Keiser, Hunt, and Kuderer

AN ACT Relating to requiring employers to provide exclusive bargaining representatives reasonable access to new employees for the purposes of presenting information about their exclusive bargaining representative; adding a new section to chapter 41.56 RCW; adding a new section to chapter 28B.52 RCW; adding a new section to chapter 41.59 RCW; adding a new section to chapter 41.76 RCW; adding a new section to chapter 41.80 RCW; adding a new section to chapter 47.64 RCW; and adding a new section to chapter 49.39 RCW.

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

NEW SECTION. **Sec.**  A new section is added to chapter 41.56 RCW to read as follows:

(1)(a) The employer must provide the exclusive bargaining representative reasonable access to new employees of the bargaining unit for the purposes of presenting information about their exclusive bargaining representative to the new employee. The presentation may occur during a new employee orientation provided by the employer, or at another time mutually agreed to by the employer and the exclusive bargaining representative.

(b) No employee may be mandated to attend the meetings or presentations by the exclusive bargaining representative.

(c) "Reasonable access" for the purposes of this section means:

(i) The access to the new employee occurs within ninety days of the employee's start date within the bargaining unit;

(ii) The access is for no less than thirty minutes; and

(iii) The access occurs during the new employee's regular work hours at the employee's regular worksite, or at a location mutually agreed to by the employer and the exclusive bargaining representative.

(2) Nothing in this section prohibits an employer from agreeing to longer or more frequent new employee access, but in no case may an employer agree to less access than required by this section.

NEW SECTION. **Sec.**  A new section is added to chapter 28B.52 RCW to read as follows:

Section 1 of this act applies to this chapter.

NEW SECTION. **Sec.**  A new section is added to chapter 41.59 RCW to read as follows:

Section 1 of this act applies to this chapter.

NEW SECTION. **Sec.**  A new section is added to chapter 41.76 RCW to read as follows:

Section 1 of this act applies to this chapter.

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

Section 1 of this act applies to this chapter.

NEW SECTION. **Sec.**  A new section is added to chapter 47.64 RCW to read as follows:

Section 1 of this act applies to this chapter.

NEW SECTION. **Sec.**  A new section is added to chapter 49.39 RCW to read as follows:

Section 1 of this act applies to this chapter.

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Passed by the Senate February 12, 2018.

Passed by the House February 27, 2018.

Approved by the Governor March 23, 2018.

Filed in Office of Secretary of State March 26, 2018.