

SSB 6296 - S AMD 419

By Senator Baumgartner

1 Strike everything after the enacting clause and insert the
2 following:

3 "NEW SECTION. **Sec. 1.** A new section is added to chapter 49.36
4 RCW to read as follows:

5 In accordance with section 14(b) of the labor management
6 relations act of 1947:

7 (1) No person may be required to become or remain a member of a
8 labor organization as a condition of employment, nor may any person
9 be required to pay any dues, fees, assessments, or other charges to a
10 labor organization as a condition of employment.

11 (2) No person, employer, labor organization, or contract may
12 limit or restrict an employee's right to join or resign membership in
13 a labor organization at any time.

14 (3) No employer may deduct dues, fees, assessments, or other
15 charges from the pay of an employee on behalf of a labor organization
16 without the voluntary, written authorization of the employee. No such
17 employee authorization may be irrevocable for a period of more than
18 one year.

19 (4) Nothing in this section prevents a labor organization from
20 negotiating a contract with an employer that applies only to those
21 employees who elect to become members of the labor organization, to
22 the extent permitted by federal law.

23 (5) It is unlawful for any person, labor organization, or
24 officer, agent, or member thereof, or employer, or officer thereof,
25 by any threatened or actual intimidation of an employee or
26 prospective employee, or an employee's or prospective employee's
27 parents, spouse, children, grandchildren, or any other persons
28 residing in the employee's or prospective employee's home, or by any
29 damage or threatened damage to an employee's or prospective
30 employee's property, to compel or attempt to compel such employee to
31 join, affiliate with, or financially support a labor organization or

1 to refrain from doing so or otherwise forfeit any rights as
2 guaranteed by the provisions of this section.

3 (6) A person who violates this section is liable to a person who
4 suffers from that violation for all resulting damages.

5 (7)(a) The attorney general or a prosecuting attorney may bring
6 an action in superior court to enjoin a violation of this section.

7 (b) The superior courts shall grant injunctive relief when a
8 violation of this section is made apparent.

9 (8) Not later than the second day after the receipt of notice of
10 institution of an action under this section, a party to the action
11 may apply to the presiding judge of the superior court in the county
12 within which the action is brought. The presiding judge shall
13 immediately assign a superior court judge from within the county who
14 shall hear all proceedings in the action.

15 (9) Any agreement, understanding, or practice, written or oral,
16 implied or expressed, between any labor organization and employer
17 that violates the provisions of this section is void and
18 unenforceable.

19 (10) This section does not apply to employers, employees, or
20 labor organizations governed by chapter 28B.52, 41.56, 41.59, 41.76,
21 41.80, 47.64, 49.39, 49.66, or 53.18 RCW.

22 (11) Nothing contained in this section may be construed to alter
23 any existing collective bargaining unit or the provisions of any
24 existing contract or collective bargaining agreement. This section
25 applies to all contracts entered into after the effective date of
26 this section and shall apply to any renewal or extension of any
27 existing contract or collective bargaining agreement.

28 **Sec. 2.** RCW 28B.52.045 and 1987 c 314 s 8 are each amended to
29 read as follows:

30 (1) Only upon filing with the employer the voluntary written
31 authorization of a bargaining unit employee under this chapter, the
32 employee organization which is the exclusive bargaining
33 representative of the bargaining unit shall have the right to have
34 deducted from the salary of the bargaining unit employee the periodic
35 dues and initiation fees uniformly required as a condition of
36 acquiring or retaining membership in the exclusive bargaining
37 representative. (~~Such employee authorization shall not be~~
38 ~~irrevocable for a period of more than one year.~~) Such dues and fees
39 shall be deducted from the pay of all employees who have given

1 authorization for such deduction, and shall be transmitted by the
2 employer to the employee organization or to the depository designated
3 by the employee organization. An employee may revoke his or her
4 authorization for such deductions at any time by notifying the
5 employer or exclusive bargaining representative in writing.

6 (2) A collective bargaining agreement may not include union
7 security provisions(~~(, but not a closed shop. If an agency shop or~~
8 ~~other union security provision is agreed to, the employer shall~~
9 ~~enforce any such provision by deductions from the salary of~~
10 ~~bargaining unit employees affected thereby and shall transmit such~~
11 ~~funds to the employee organization or to the depository designated by~~
12 ~~the employee organization.~~

13 ~~(3) An employee who is covered by a union security provision and~~
14 ~~who asserts a right of nonassociation based on bona fide religious~~
15 ~~tenets or teachings of a church or religious body of which such~~
16 ~~employee is a member shall pay to a nonreligious charity or other~~
17 ~~charitable organization an amount of money equivalent to the periodic~~
18 ~~dues and initiation fees uniformly required as a condition of~~
19 ~~acquiring or retaining membership in the exclusive bargaining~~
20 ~~representative. The charity shall be agreed upon by the employee and~~
21 ~~the employee organization to which such employee would otherwise pay~~
22 ~~the dues and fees. The employee shall furnish written proof that such~~
23 ~~payments have been made. If the employee and the employee~~
24 ~~organization do not reach agreement on such matter, the commission~~
25 ~~shall designate the charitable organization)).~~

26 (3) No employee may be required to become or remain a member of
27 an employee organization as a condition of employment, nor may any
28 employee be required to pay any dues, fees, assessments, or other
29 charges to an employee organization as a condition of employment.

30 (4) It is unlawful for any person, employee organization, or
31 officer, agent, or member thereof, or employer, or officer thereof,
32 by any threatened or actual intimidation of an employee or
33 prospective employee, or an employee's or prospective employee's
34 parents, spouse, children, grandchildren, or any other persons
35 residing in the employee's or prospective employee's home, or by any
36 damage or threatened damage to an employee's or prospective
37 employee's property, to compel or attempt to compel such employee to
38 join, affiliate with, or financially support an employee organization
39 or to refrain from doing so or otherwise forfeit any rights as
40 guaranteed by this section.

1 (5) A person who violates the rights of employees in this section
2 is liable to a person who suffers from that violation for all
3 resulting damages.

4 (6)(a) The attorney general or a prosecuting attorney may bring
5 an action in superior court to enjoin a violation of this section.

6 (b) The superior courts shall grant injunctive relief when a
7 violation of this section is made apparent.

8 (7) Not later than the second day after the receipt of notice of
9 institution of an action under this section, a party to the action
10 may apply to the presiding judge of the superior court in the county
11 within which the action is brought. The presiding judge shall
12 immediately assign a superior court judge from within the county who
13 shall hear all proceedings in the action.

14 (8) Any agreement, understanding, or practice, written or oral,
15 implied or expressed, between any employee organization and employer
16 that violates this section is void and unenforceable.

17 **Sec. 3.** RCW 41.56.110 and 1973 c 59 s 1 are each amended to read
18 as follows:

19 Only upon the written authorization of any public employee within
20 the bargaining unit and after the certification or recognition of
21 such bargaining representative, the public employer shall deduct from
22 the pay of such public employee the monthly amount of dues as
23 certified by the secretary of the exclusive bargaining representative
24 and shall transmit the same to the treasurer of the exclusive
25 bargaining representative. An employee may revoke his or her
26 authorization for such deductions at any time by notifying the public
27 employer or exclusive bargaining representative in writing.

28 **Sec. 4.** RCW 41.56.113 and 2010 c 296 s 4 are each amended to
29 read as follows:

30 (1) This subsection (1) applies only if the state makes the
31 payments directly to a provider.

32 (a) Only upon the written authorization of an individual
33 provider, a family child care provider, an adult family home
34 provider, or a language access provider within the bargaining unit
35 and after the certification or recognition of the bargaining unit's
36 exclusive bargaining representative, the state as payor, but not as
37 the employer, shall, subject to (c) of this subsection, deduct from
38 the payments to an individual provider, a family child care provider,

1 an adult family home provider, or a language access provider the
2 monthly amount of dues as certified by the secretary of the exclusive
3 bargaining representative and shall transmit the same to the
4 treasurer of the exclusive bargaining representative. An individual
5 provider, family child care provider, adult family home provider, or
6 language access provider may revoke its authorization for such
7 deductions at any time by notifying the public employer or exclusive
8 bargaining representative in writing.

9 (b) If the governor and the exclusive bargaining representative
10 of a bargaining unit of individual providers, family child care
11 providers, adult family home providers, or language access providers
12 enter into a collective bargaining agreement that((+)

13 ~~(i) Includes a union security provision authorized in RCW~~
14 ~~41.56.122, the state as payor, but not as the employer, shall,~~
15 ~~subject to (c) of this subsection, enforce the agreement by deducting~~
16 ~~from the payments to bargaining unit members the dues required for~~
17 ~~membership in the exclusive bargaining representative, or, for~~
18 ~~nonmembers thereof, a fee equivalent to the dues; or~~

19 ~~(ii) Includes requirements for))~~ permits deductions of payments
20 other than the deduction under (a)((+i)) of this subsection, the
21 state, as payor, but not as the employer, shall, subject to (c) of
22 this subsection, make such deductions only upon written authorization
23 of the individual provider, family child care provider, adult family
24 home provider, or language access provider. An individual provider,
25 family child care provider, adult family home provider, or language
26 access provider may revoke its authorization for such deductions at
27 any time by notifying the public employer or exclusive bargaining
28 representative in writing.

29 (c)(i) The initial additional costs to the state in making
30 deductions from the payments to individual providers, family child
31 care providers, adult family home providers, and language access
32 providers under this section shall be negotiated, agreed upon in
33 advance, and reimbursed to the state by the exclusive bargaining
34 representative.

35 (ii) The allocation of ongoing additional costs to the state in
36 making deductions from the payments to individual providers, family
37 child care providers, adult family home providers, or language access
38 providers under this section shall be an appropriate subject of
39 collective bargaining between the exclusive bargaining representative
40 and the governor unless prohibited by another statute. If no

1 collective bargaining agreement containing a provision allocating the
2 ongoing additional cost is entered into between the exclusive
3 bargaining representative and the governor, or if the legislature
4 does not approve funding for the collective bargaining agreement as
5 provided in RCW 74.39A.300, 41.56.028, 41.56.029, or 41.56.510, as
6 applicable, the ongoing additional costs to the state in making
7 deductions from the payments to individual providers, family child
8 care providers, adult family home providers, or language access
9 providers under this section shall be negotiated, agreed upon in
10 advance, and reimbursed to the state by the exclusive bargaining
11 representative.

12 ~~((d) The governor and the exclusive bargaining representative of
13 a bargaining unit of family child care providers may not enter into a
14 collective bargaining agreement that contains a union security
15 provision unless the agreement contains a process, to be administered
16 by the exclusive bargaining representative of a bargaining unit of
17 family child care providers, for hardship dispensation for license-
18 exempt family child care providers who are also temporary assistance
19 for needy families recipients or WorkFirst participants.))~~

20 (2) This subsection (2) applies only if the state does not make
21 the payments directly to a provider.

22 ~~((a))~~ Only upon the written authorization of a language access
23 provider within the bargaining unit and after the certification or
24 recognition of the bargaining unit's exclusive bargaining
25 representative, the state shall require through its contracts with
26 third parties that:

27 ~~((i))~~ (a) The monthly amount of dues as certified by the
28 secretary of the exclusive bargaining representative be deducted from
29 the payments to the language access provider and transmitted to the
30 treasurer of the exclusive bargaining representative; ~~((and~~

31 ~~((ii))~~ (b) A record showing that dues have been deducted as
32 specified in ~~(a)~~~~((i))~~ of this subsection be provided to the
33 state~~((.~~

34 ~~(b) If the governor and the exclusive bargaining representative
35 of the bargaining unit of language access providers enter into a
36 collective bargaining agreement that includes a union security
37 provision authorized in RCW 41.56.122, the state shall enforce the
38 agreement by requiring through its contracts with third parties that:~~

39 ~~(i) The monthly amount of dues required for membership in the
40 exclusive bargaining representative as certified by the secretary of~~

1 the exclusive bargaining representative, or, for nonmembers thereof,
2 a fee equivalent to the dues, be deducted from the payments to the
3 language access provider and transmitted to the treasurer of the
4 exclusive bargaining representative; and

5 (ii) ~~A record showing that dues or fees have been deducted as~~
6 ~~specified in (a)(i) of this subsection be provided to the state.)~~);
7 and

8 (c) A language access provider may revoke its authorization for
9 such deductions at any time by notifying the public employer or
10 exclusive bargaining representative in writing.

11 **Sec. 5.** RCW 41.56.122 and 1975 1st ex.s. c 296 s 22 are each
12 amended to read as follows:

13 A collective bargaining agreement may(~~(~~
14 ~~(1))~~) not contain union security provisions(~~(~~~~PROVIDED, That~~
15 ~~nothing in this section shall authorize a closed shop provision:~~
16 ~~PROVIDED FURTHER, That agreements involving union security provisions~~
17 ~~must safeguard the right of nonassociation of public employees based~~
18 ~~on bona fide religious tenets or teachings of a church or religious~~
19 ~~body of which such public employee is a member. Such public employee~~
20 ~~shall pay an amount of money equivalent to regular union dues and~~
21 ~~initiation fee to a nonreligious charity or to another charitable~~
22 ~~organization mutually agreed upon by the public employee affected and~~
23 ~~the bargaining representative to which such public employee would~~
24 ~~otherwise pay the dues and initiation fee. The public employee shall~~
25 ~~furnish written proof that such payment has been made. If the public~~
26 ~~employee and the bargaining representative do not reach agreement on~~
27 ~~such matter, the commission shall designate the charitable~~
28 ~~organization. When there is a conflict between any collective~~
29 ~~bargaining agreement reached by a public employer and a bargaining~~
30 ~~representative on a union security provision and any charter,~~
31 ~~ordinance, rule, or regulation adopted by the public employer or its~~
32 ~~agents, including but not limited to, a civil service commission, the~~
33 ~~terms of the collective bargaining agreement shall prevail))~~).

34 (2) No public employee may be required to become or remain a
35 member of a bargaining representative as a condition of employment,
36 nor may any public employee be required to pay any dues, fees, or
37 other charges to a bargaining representative as a condition of
38 employment.

1 (3) A collective bargaining agreement may provide for binding
2 arbitration of a labor dispute arising from the application or the
3 interpretation of the matters contained in a collective bargaining
4 agreement.

5 NEW SECTION. **Sec. 6.** A new section is added to chapter 41.56
6 RCW to read as follows:

7 (1) It is unlawful for any person, bargaining representative, or
8 officer, agent, or member thereof, or employer, or officer thereof,
9 by any threatened or actual intimidation of a public employee or
10 prospective public employee, or a public employee's or prospective
11 public employee's parents, spouse, children, grandchildren, or any
12 other persons residing in the public employee's or prospective public
13 employee's home, or by any damage or threatened damage to a public
14 employee's or prospective public employee's property, to compel or
15 attempt to compel such employee to join, affiliate with, or
16 financially support a bargaining representative or to refrain from
17 doing so or otherwise forfeit any rights as guaranteed by the
18 provisions of RCW 41.56.110, 41.56.113, 41.56.120, and this section.

19 (2) A person who violates the rights of public employees in RCW
20 41.56.110, 41.56.113, 41.56.120, or this section is liable to a
21 person who suffers from that violation for all resulting damages.

22 (3)(a) The attorney general or a prosecuting attorney may bring
23 an action in superior court to enjoin a violation of RCW 41.56.110,
24 41.56.113, 41.56.120, or this section.

25 (b) The superior courts shall grant injunctive relief when a
26 violation of RCW 41.56.110, 41.56.113, 41.56.120, or this section is
27 made apparent.

28 (4) Not later than the second day after the receipt of notice of
29 institution of an action under this section, a party to the action
30 may apply to the presiding judge of the superior court in the county
31 within which the action is brought. The presiding judge shall
32 immediately assign a superior court judge from within the county who
33 shall hear all proceedings in the action.

34 (5) Any agreement, understanding, or practice, written or oral,
35 implied or expressed, between any bargaining representative and
36 public employer that violates the provisions of this chapter is void
37 and unenforceable.

1 NEW SECTION. **Sec. 7.** A new section is added to chapter 41.56
2 RCW to read as follows:

3 Nothing contained in RCW 41.56.110, 41.56.113, 41.56.122, and
4 section 6 of this act may be construed to prevent a bargaining
5 representative of: (1) Uniformed personnel; (2) employees of fire
6 departments of public employers who dispatch exclusively fire or
7 emergency medical services; or (3) officers of the Washington state
8 patrol from entering into a collective bargaining agreement with a
9 public employer that requires employees to pay, as a condition of
10 employment, an agency shop fee equivalent to or less than a pro rata
11 share of the exclusive bargaining representative's expenditures for
12 purposes germane to collective bargaining, contract administration,
13 and grievance adjustment.

14 **Sec. 8.** RCW 41.59.060 and 1975 1st ex.s. c 288 s 7 are each
15 amended to read as follows:

16 (1) Employees shall have the right to self-organization, to form,
17 join, or assist employee organizations, to bargain collectively
18 through representatives of their own choosing, and shall also have
19 the right to refrain from any or all of such activities (~~except to~~
20 ~~the extent that employees may be required to pay a fee to any~~
21 ~~employee organization under an agency shop agreement authorized in~~
22 ~~this chapter~~)).

23 (2) The exclusive bargaining representative (~~shall have~~) has
24 the right to have deducted from the salary of employees, only upon
25 receipt of an appropriate authorization form (~~which shall not be~~
26 ~~irrevocable for a period of more than one year~~), an amount equal to
27 the fees and dues required for membership. Such fees and dues shall
28 be deducted monthly from the pay of all appropriate employees by the
29 employer and transmitted as provided for by agreement between the
30 employer and the exclusive bargaining representative(~~, unless an~~
31 ~~automatic payroll deduction service is established pursuant to law,~~
32 ~~at which time such fees and dues shall be transmitted as therein~~
33 ~~provided. If an agency shop provision is agreed to and becomes~~
34 ~~effective pursuant to RCW 41.59.100, except as provided in that~~
35 ~~section, the agency fee equal to the fees and dues required of~~
36 ~~membership in the exclusive bargaining representative shall be~~
37 ~~deducted from the salary of employees in the bargaining unit~~)). An
38 employee may revoke his or her authorization for such deductions at

1 any time by notifying the employer or exclusive bargaining
2 representative in writing.

3 **Sec. 9.** RCW 41.59.100 and 1975 1st ex.s. c 288 s 11 are each
4 amended to read as follows:

5 (1) A collective bargaining agreement may not include union
6 security provisions ((including an agency shop, but not a union or
7 closed shop. If an agency shop provision is agreed to, the employer
8 shall enforce it by deducting from the salary payments to members of
9 the bargaining unit the dues required of membership in the bargaining
10 representative, or, for nonmembers thereof, a fee equivalent to such
11 dues. All union security provisions must safeguard the right of
12 nonassociation of employees based on bona fide religious tenets or
13 teachings of a church or religious body of which such employee is a
14 member. Such employee shall pay an amount of money equivalent to
15 regular dues and fees to a nonreligious charity or to another
16 charitable organization mutually agreed upon by the employee affected
17 and the bargaining representative to which such employee would
18 otherwise pay the dues and fees. The employee shall furnish written
19 proof that such payment has been made. If the employee and the
20 bargaining representative do not reach agreement on such matter, the
21 commission shall designate the charitable organization)).

22 (2) No employee may be required to become or remain a member of
23 an employee organization as a condition of employment, nor may any
24 employee be required to pay any dues, fees, or other charges to an
25 employee organization as a condition of employment.

26 **Sec. 10.** RCW 41.59.140 and 2012 c 117 s 93 are each amended to
27 read as follows:

28 (1) It shall be an unfair labor practice for an employer:
29 (a) To interfere with, restrain, or coerce employees in the
30 exercise of the rights guaranteed in RCW 41.59.060;
31 (b) To dominate or interfere with the formation or administration
32 of any employee organization or contribute financial or other support
33 to it: PROVIDED, That subject to rules and regulations made by the
34 commission pursuant to RCW 41.59.110, an employer shall not be
35 prohibited from permitting employees to confer with it or its
36 representatives or agents during working hours without loss of time
37 or pay;

1 (c) To encourage or discourage membership in any employee
2 organization by discrimination in regard to hire, tenure of
3 employment, or any term or condition of employment(~~(, but nothing~~
4 ~~contained in this subsection shall prevent an employer from~~
5 ~~requiring, as a condition of continued employment, payment of~~
6 ~~periodic dues and fees uniformly required to an exclusive bargaining~~
7 ~~representative pursuant to RCW 41.59.100));~~

8 (d) To discharge or otherwise discriminate against an employee
9 because he or she has filed charges or given testimony under this
10 chapter;

11 (e) To refuse to bargain collectively with the representatives of
12 its employees.

13 (2) It shall be an unfair labor practice for an employee
14 organization:

15 (a) To restrain or coerce (i) employees in the exercise of the
16 rights guaranteed in RCW 41.59.060: PROVIDED, That this ((~~paragraph~~)
17 subsection (2)(a)) shall not impair the right of an employee
18 organization to prescribe its own rules with respect to the
19 acquisition or retention of membership therein; or (ii) an employer
20 in the selection of his or her representatives for the purposes of
21 collective bargaining or the adjustment of grievances;

22 (b) To cause or attempt to cause an employer to discriminate
23 against an employee in violation of subsection (1)(c) of this
24 section;

25 (c) To refuse to bargain collectively with an employer, provided
26 it is the representative of its employees subject to RCW 41.59.090.

27 (3) The expressing of any views, argument, or opinion, or the
28 dissemination thereof to the public, whether in written, printed,
29 graphic, or visual form, shall not constitute or be evidence of an
30 unfair labor practice under any of the provisions of this chapter, if
31 such expression contains no threat of reprisal or force or promise of
32 benefit.

33 NEW SECTION. **Sec. 11.** A new section is added to chapter 41.59
34 RCW to read as follows:

35 (1) It is unlawful for any person, employee organization, or
36 officer, agent, or member thereof, or employer, or officer thereof,
37 by any threatened or actual intimidation of an employee or
38 prospective employee, or an employee's or prospective employee's
39 parents, spouse, children, grandchildren, or any other persons

1 residing in the employee's or prospective employee's home, or by any
2 damage or threatened damage to an employee's or prospective
3 employee's property, to compel or attempt to compel such employee to
4 join, affiliate with, or financially support an employee organization
5 or to refrain from doing so or otherwise forfeit any rights as
6 guaranteed by the provisions of RCW 41.59.060, 41.59.100, or this
7 section.

8 (2) A person who violates the rights of employees in RCW
9 41.59.060, 41.59.100, or this section is liable to a person who
10 suffers from that violation for all resulting damages.

11 (3)(a) The attorney general or a prosecuting attorney may bring
12 an action in superior court to enjoin a violation of RCW 41.59.060,
13 41.59.100, or this section.

14 (b) The superior courts shall grant injunctive relief when a
15 violation of RCW 41.59.060, 41.59.100, or this section is made
16 apparent.

17 (4) Not later than the second day after the receipt of notice of
18 institution of an action under this section, a party to the action
19 may apply to the presiding judge of the superior court in the county
20 within which the action is brought. The presiding judge shall
21 immediately assign a superior court judge from within the county who
22 shall hear all proceedings in the action.

23 (5) Any agreement, understanding, or practice, written or oral,
24 implied or expressed, between any employee organization and employer
25 that violates the provisions of this chapter is void and
26 unenforceable.

27 **Sec. 12.** RCW 41.76.045 and 2002 c 356 s 12 are each amended to
28 read as follows:

29 (1) Only upon filing with the employer the voluntary written
30 authorization of a bargaining unit faculty member under this chapter,
31 the employee organization which is the exclusive bargaining
32 representative of the bargaining unit shall have the right to have
33 deducted from the salary of the bargaining unit faculty member the
34 periodic dues and initiation fees uniformly required as a condition
35 of acquiring or retaining membership in the exclusive bargaining
36 representative. (~~Such employee authorization shall not be~~
37 ~~irrevocable for a period of more than one year.~~) Such dues and fees
38 shall be deducted from the pay of all faculty members who have given
39 authorization for such deduction, and shall be transmitted by the

1 employer to the employee organization or to the depository designated
2 by the employee organization. A faculty member may revoke his or her
3 authorization for such deductions at any time by notifying the
4 employer or exclusive bargaining representative in writing.

5 (2) A collective bargaining agreement may not include union
6 security provisions(~~(, but not a closed shop. If an agency shop or~~
7 ~~other union security provision is agreed to, the employer shall~~
8 ~~enforce any such provision by deductions from the salary of~~
9 ~~bargaining unit faculty members affected thereby and shall transmit~~
10 ~~such funds to the employee organization or to the depository~~
11 ~~designated by the employee organization.~~

12 ~~(3) A faculty member who is covered by a union security provision~~
13 ~~and who asserts a right of nonassociation based on bona fide~~
14 ~~religious tenets or teachings of a church or religious body of which~~
15 ~~such faculty member is a member shall pay to a nonreligious charity~~
16 ~~or other charitable organization an amount of money equivalent to the~~
17 ~~periodic dues and initiation fees uniformly required as a condition~~
18 ~~of acquiring or retaining membership in the exclusive bargaining~~
19 ~~representative. The charity shall be agreed upon by the faculty~~
20 ~~member and the employee organization to which such faculty member~~
21 ~~would otherwise pay the dues and fees. The faculty member shall~~
22 ~~furnish written proof that such payments have been made. If the~~
23 ~~faculty member and the employee organization do not reach agreement~~
24 ~~on such matter, the dispute shall be submitted to the commission for~~
25 ~~determination)).~~

26 (3) No faculty member may be required to become or remain a
27 member of an employee organization as a condition of employment, nor
28 may any faculty member be required to pay any dues, fees,
29 assessments, or other charges to an employee organization as a
30 condition of employment.

31 (4) It is unlawful for any person, employee organization, or
32 officer, agent, or member thereof, or employer, or officer thereof,
33 by any threatened or actual intimidation of a faculty member or
34 prospective faculty member, or a faculty member's or prospective
35 faculty member's parents, spouse, children, grandchildren, or any
36 other persons residing in the faculty member or prospective faculty
37 member's home, or by any damage or threatened damage to a faculty
38 member or prospective faculty member's property, to compel or attempt
39 to compel such faculty member to join, affiliate with, or financially
40 support an employee organization or to refrain from doing so or

1 otherwise forfeit any rights as guaranteed by the provisions of this
2 section.

3 (5) A person who violates the rights of faculty members in this
4 section is liable to a person who suffers from that violation for all
5 resulting damages.

6 (6)(a) The attorney general or a prosecuting attorney may bring
7 an action in superior court to enjoin a violation of this section.

8 (b) The superior courts shall grant injunctive relief when a
9 violation of this section is made apparent.

10 (7) Not later than the second day after the receipt of notice of
11 institution of an action under this section, a party to the action
12 may apply to the presiding judge of the superior court in the county
13 within which the action is brought. The presiding judge shall
14 immediately assign a superior court judge from within the county who
15 shall hear all proceedings in the action.

16 (8) Any agreement, understanding, or practice, written or oral,
17 implied or expressed, between any employee organization and employer
18 that violates the provisions of this section is void and
19 unenforceable.

20 **Sec. 13.** RCW 41.80.050 and 2002 c 354 s 306 are each amended to
21 read as follows:

22 Except as may be specifically limited by this chapter, employees
23 shall have the right to self-organization, to form, join, or assist
24 employee organizations, and to bargain collectively through
25 representatives of their own choosing for the purpose of collective
26 bargaining free from interference, restraint, or coercion. Employees
27 shall also have the right to refrain from any or all such activities
28 ~~((except to the extent that they may be required to pay a fee to an~~
29 ~~exclusive bargaining representative under a union security provision~~
30 ~~authorized by this chapter)).~~

31 **Sec. 14.** RCW 41.80.100 and 2002 c 354 s 311 are each amended to
32 read as follows:

33 (1) A collective bargaining agreement may not contain a union
34 security provision ~~((requiring as a condition of employment the~~
35 ~~payment, no later than the thirtieth day following the beginning of~~
36 ~~employment or July 1, 2004, whichever is later, of an agency shop fee~~
37 ~~to the employee organization that is the exclusive bargaining~~
38 ~~representative for the bargaining unit in which the employee is~~

1 employed. The amount of the fee shall be equal to the amount required
2 to become a member in good standing of the employee organization.
3 Each employee organization shall establish a procedure by which any
4 employee so requesting may pay a representation fee no greater than
5 the part of the membership fee that represents a pro rata share of
6 expenditures for purposes germane to the collective bargaining
7 process, to contract administration, or to pursuing matters affecting
8 wages, hours, and other conditions of employment.

9 (2) An employee who is covered by a union security provision and
10 who asserts a right of nonassociation based on bona fide religious
11 tenets, or teachings of a church or religious body of which the
12 employee is a member, shall, as a condition of employment, make
13 payments to the employee organization, for purposes within the
14 program of the employee organization as designated by the employee
15 that would be in harmony with his or her individual conscience. The
16 amount of the payments shall be equal to the periodic dues and fees
17 uniformly required as a condition of acquiring or retaining
18 membership in the employee organization minus any included monthly
19 premiums for insurance programs sponsored by the employee
20 organization. The employee shall not be a member of the employee
21 organization but is entitled to all the representation rights of a
22 member of the employee organization).

23 ((+3)) (2) Only upon filing with the employer the written
24 authorization of a bargaining unit employee under this chapter, the
25 employee organization that is the exclusive bargaining representative
26 of the bargaining unit shall have the exclusive right to have
27 deducted from the salary of the employee an amount equal to the fees
28 and dues uniformly required as a condition of acquiring or retaining
29 membership in the employee organization. The fees and dues shall be
30 deducted each pay period from the pay of all employees who have given
31 authorization for the deduction and shall be transmitted by the
32 employer as provided for by agreement between the employer and the
33 employee organization.

34 ((4) Employee organizations that before July 1, 2004, were
35 entitled to the benefits of this section shall continue to be
36 entitled to these benefits.) An employee may revoke his or her
37 authorization for such deductions at any time by notifying the
38 employer or exclusive bargaining representative in writing.

39 (3) No employee may be required to become or remain a member of
40 an employee organization as a condition of employment, nor may any

1 employee be required to pay any dues, fees, assessments, or other
2 charges to an employee organization as a condition of employment.

3 NEW SECTION. **Sec. 15.** A new section is added to chapter 41.80
4 RCW to read as follows:

5 (1) It is unlawful for any person, employee organization, or
6 officer, agent, or member thereof, or employer, or officer thereof,
7 by any threatened or actual intimidation of an employee or
8 prospective employee, or an employee's or prospective employee's
9 parents, spouse, children, grandchildren, or any other persons
10 residing in the employee's or prospective employee's home, or by any
11 damage or threatened damage to an employee's or prospective
12 employee's property, to compel or attempt to compel such employee to
13 join, affiliate with, or financially support a labor organization or
14 to refrain from doing so or otherwise forfeit any rights as
15 guaranteed by the provisions of RCW 41.80.100 or this section.

16 (2) A person who violates the rights of employees in RCW
17 41.80.100 or this section is liable to a person who suffers from that
18 violation for all resulting damages.

19 (3)(a) The attorney general or a prosecuting attorney may bring
20 an action in superior court to enjoin a violation of RCW 41.80.100 or
21 this section.

22 (b) The superior courts shall grant injunctive relief when a
23 violation of RCW 41.80.100 or this section is made apparent.

24 (4) Not later than the second day after the receipt of notice of
25 institution of an action under this section, a party to the action
26 may apply to the presiding judge of the superior court in the county
27 within which the action is brought. The presiding judge shall
28 immediately assign a superior court judge from within the county who
29 shall hear all proceedings in the action.

30 (5) Any agreement, understanding, or practice, written or oral,
31 implied or expressed, between any employee organization and employer
32 that violates the provisions of this chapter is void and
33 unenforceable.

34 **Sec. 16.** RCW 47.64.130 and 2011 1st sp.s. c 16 s 19 are each
35 amended to read as follows:

36 (1) It is an unfair labor practice for the employer or its
37 representatives:

1 (a) To interfere with, restrain, or coerce employees in the
2 exercise of the rights guaranteed by this chapter;

3 (b) To dominate or interfere with the formation or administration
4 of any employee organization or contribute financial or other support
5 to it. However, subject to rules made by the public employment
6 relations commission pursuant to RCW 41.58.050, an employer shall not
7 be prohibited from permitting employees to confer with it or its
8 representatives or agents during working hours without loss of time
9 or pay;

10 (c) To encourage or discourage membership in any employee
11 organization by discrimination in regard to hiring, tenure of
12 employment, or any term or condition of employment(~~(, but nothing~~
13 ~~contained in this subsection prevents an employer from requiring, as~~
14 ~~a condition of continued employment, payment of periodic dues and~~
15 ~~fees uniformly required to an exclusive bargaining representative~~
16 ~~pursuant to RCW 47.64.160. However, nothing prohibits the employer~~
17 ~~from agreeing to obtain employees by referral from a lawful hiring~~
18 ~~hall operated by or participated in by a labor organization));~~

19 (d) To discharge or otherwise discriminate against an employee
20 because he or she has filed charges or given testimony under this
21 chapter;

22 (e) To refuse to bargain collectively with the representatives of
23 its employees.

24 (2) It is an unfair labor practice for an employee organization:

25 (a) To restrain or coerce (i) employees in the exercise of the
26 rights guaranteed by this chapter. However, this subsection does not
27 impair the right of an employee organization to prescribe its own
28 rules with respect to the acquisition or retention of membership
29 therein, or (ii) an employer in the selection of his or her
30 representatives for the purposes of collective bargaining or the
31 adjustment of grievances;

32 (b) To cause or attempt to cause an employer to discriminate
33 against an employee in violation of subsection (1)(c) of this
34 section;

35 (c) To refuse to bargain collectively with an employer.

36 (3) The expression of any view, argument, or opinion, or the
37 dissemination thereof to the public, whether in written, printed,
38 graphic, or visual form, shall not constitute or be evidence of an
39 unfair labor practice under any of the provisions of this chapter, if

1 the expression contains no threat of reprisal or force or promise of
2 benefit.

3 **Sec. 17.** RCW 47.64.160 and 1983 c 15 s 7 are each amended to
4 read as follows:

5 ~~(1) A collective bargaining agreement may not include union
6 security provisions ((including an agency shop, but not a union or
7 closed shop. If an agency shop provision is agreed to, the employer
8 shall enforce it by deducting from the salary payments to members of
9 the bargaining unit the dues required of membership in the bargaining
10 representative, or, for nonmembers thereof, a fee equivalent to such
11 dues. All union security provisions shall safeguard the right of
12 nonassociation of employees based on bona fide religious tenets or
13 teachings of a church or religious body of which such employee is a
14 member. Such employee shall pay an amount of money equivalent to
15 regular dues and fees to a nonreligious charity or to another
16 charitable organization mutually agreed upon by the employee affected
17 and the bargaining representative to which such employee would
18 otherwise pay the dues and fees. The employee shall furnish written
19 proof that such payment has been made. If the employee and the
20 bargaining representative do not reach agreement on such matter, the
21 commission shall designate the charitable organization)).~~

22 (2) No ferry employee may be required to become or remain a
23 member of a ferry employee organization as a condition of employment,
24 nor may any ferry employee be required to pay any dues, fees,
25 assessments, or other charges to a ferry employee organization as a
26 condition of employment.

27 (3) The employer may not deduct any dues, fees, assessments, or
28 other charges from the pay of a ferry employee on behalf of a ferry
29 employee organization without the voluntary, written authorization of
30 the ferry employee. A ferry employee may revoke his or her
31 authorization for such deductions at any time by notifying the
32 employer or ferry employee organization in writing.

33 NEW SECTION. **Sec. 18.** A new section is added to chapter 47.64
34 RCW to read as follows:

35 (1) It is unlawful for any person, ferry employee organization,
36 or officer, agent, or member thereof, or employer, or officer
37 thereof, by any threatened or actual intimidation of a ferry employee
38 or prospective ferry employee, or a ferry employee's or prospective

1 ferry employee's parents, spouse, children, grandchildren, or any
2 other persons residing in the ferry employee's or prospective ferry
3 employee's home, or by any damage or threatened damage to a ferry
4 employee's or prospective ferry employee's property, to compel or
5 attempt to compel such ferry employee to join, affiliate with, or
6 financially support a ferry employee organization or to refrain from
7 doing so or otherwise forfeit any rights as guaranteed by RCW
8 47.64.160 or this section.

9 (2) A person who violates the rights of ferry employees in RCW
10 47.64.160 or this section is liable to a person who suffers from that
11 violation for all resulting damages.

12 (3)(a) The attorney general or a prosecuting attorney may bring
13 an action in superior court to enjoin a violation of RCW 47.64.160 or
14 this section.

15 (b) The superior courts shall grant injunctive relief when a
16 violation of RCW 47.64.160 or this section is made apparent.

17 (4) Not later than the second day after the receipt of notice of
18 institution of an action under this section, a party to the action
19 may apply to the presiding judge of the superior court in the county
20 within which the action is brought. The presiding judge shall
21 immediately assign a superior court judge from within the county who
22 shall hear all proceedings in the action.

23 (5) Any agreement, understanding, or practice, written or oral,
24 implied or expressed, between any ferry employee organization and
25 employer that violates the provisions of this chapter is void and
26 unenforceable.

27 **Sec. 19.** RCW 49.39.080 and 2010 c 6 s 9 are each amended to read
28 as follows:

29 Only upon the written authorization of any symphony musician
30 within the bargaining unit and after the certification or recognition
31 of the bargaining representative, the employer must deduct from the
32 pay of the symphony musician the monthly amount of dues as certified
33 by the secretary of the exclusive bargaining representative and must
34 transmit the dues to the treasurer of the exclusive bargaining
35 representative. A symphony musician may revoke his or her
36 authorization for such deductions at any time by notifying the
37 employer or exclusive bargaining representative in writing.

1 **Sec. 20.** RCW 49.39.090 and 2010 c 6 s 10 are each amended to
2 read as follows:

3 (1) A collective bargaining agreement may(~~(+~~
4 ~~(1))~~ not contain union security provisions. ((However, nothing
5 ~~in this section authorizes a closed shop provision. Agreements~~
6 ~~involving union security provisions must safeguard the right of~~
7 ~~nonassociation of employees based on bona fide religious tenets or~~
8 ~~teachings of a church or religious body of which the symphony~~
9 ~~musician is a member. The symphony musician must pay an amount of~~
10 ~~money equivalent to regular union dues and initiation fee to a~~
11 ~~nonreligious charity or to another charitable organization mutually~~
12 ~~agreed upon by the symphony musician affected and the bargaining~~
13 ~~representative to which the symphony musician would otherwise pay the~~
14 ~~dues and initiation fee. The symphony musician must furnish written~~
15 ~~proof that the payment has been made. If the symphony musician and~~
16 ~~the bargaining representative do not reach agreement on this matter,~~
17 ~~the commission must designate the charitable organization;))~~

18 (2) No symphony musician may be required to become or remain a
19 member of a labor organization as a condition of employment, nor may
20 any symphony musician be required to pay any dues, fees, assessments,
21 or other charges to a labor organization as a condition of
22 employment.

23 (3) A collective bargaining agreement may provide for binding
24 arbitration of a labor dispute arising from the application or the
25 interpretation of the matters contained in a collective bargaining
26 agreement.

27 NEW SECTION. **Sec. 21.** A new section is added to chapter 49.39
28 RCW to read as follows:

29 (1) It is unlawful for any person, bargaining representative, or
30 officer, agent, or member thereof, or employer, or officer thereof,
31 by any threatened or actual intimidation of a symphony musician or
32 prospective symphony musician, or a symphony musician's or
33 prospective symphony musician's parents, spouse, children,
34 grandchildren, or any other persons residing in the symphony
35 musician's or prospective symphony musician's home, or by any damage
36 or threatened damage to a symphony musician's or prospective symphony
37 musician's property, to compel or attempt to compel such symphony
38 musician to join, affiliate with, or financially support a bargaining

1 representative or to refrain from doing so or otherwise forfeit any
2 rights as guaranteed by RCW 49.39.080, 49.39.090, or this section.

3 (2) A person who violates the rights of symphony musicians in RCW
4 49.39.080, 49.39.090, or this section is liable to a person who
5 suffers from that violation for all resulting damages.

6 (3)(a) The attorney general or a prosecuting attorney may bring
7 an action in superior court to enjoin a violation of RCW 49.39.080,
8 49.39.090, or this section.

9 (b) The superior courts shall grant injunctive relief when a
10 violation of RCW 49.39.080, 49.39.090, or this section is made
11 apparent.

12 (4) Not later than the second day after the receipt of notice of
13 institution of an action under this section, a party to the action
14 may apply to the presiding judge of the superior court in the county
15 within which the action is brought. The presiding judge shall
16 immediately assign a superior court judge from within the county who
17 shall hear all proceedings in the action.

18 (5) Any agreement, understanding, or practice, written or oral,
19 implied or expressed, between any labor organization and employer
20 that violates the provisions of this chapter is void and
21 unenforceable.

22 **Sec. 22.** RCW 49.66.010 and 1973 2nd ex.s. c 3 s 1 are each
23 amended to read as follows:

24 It is the public policy of the state to expedite the settlement
25 of labor disputes arising in connection with health care activities,
26 in order that there may be no lessening, however temporary, in the
27 quality of the care given to patients. It is the legislative purpose
28 by this chapter to promote collective bargaining between health care
29 activities and their employees, to protect the right of employees of
30 health care activities to organize and select collective bargaining
31 units of their own choosing.

32 It is further determined that ~~((any agreements involving union
33 security including an all-union agreement or agency agreement must
34 safeguard the rights of nonassociation of employees, based on bona
35 fide religious tenets or teachings of a church or religious body of
36 which such employee is a member. Such employee must pay an amount of
37 money equivalent to regular union dues and initiation fees and
38 assessments, if any, to a nonreligious charity or to another
39 charitable organization mutually agreed upon by the employee affected~~

1 ~~and the representative of the labor organization to which such~~
2 ~~employee would otherwise pay dues. The employee shall furnish written~~
3 ~~proof that this has been done. If the employee and representative of~~
4 ~~the labor organization do not reach agreement on the matter, the~~
5 ~~department shall designate such organization)) collective bargaining
6 agreements may not contain union security provisions, that no
7 employee may be required to become or remain a member of a labor
8 organization as a condition of employment, and that no employee may
9 be required to pay any dues, fees, assessments, or other charges to a
10 labor organization as a condition of employment. No employer may
11 deduct any dues, fees, assessments, or other charges from the pay of
12 an employee on behalf of a labor organization without the voluntary,
13 written authorization of the employee. An employee may revoke his or
14 her authorization for such deductions at any time by notifying the
15 employer or labor organization in writing.~~

16 **Sec. 23.** RCW 49.66.050 and 2010 c 8 s 12063 are each amended to
17 read as follows:

18 It shall be an unfair labor practice and unlawful, for any
19 employee organization or its agent to:

20 (1) Restrain or coerce (a) employees in the exercise of their
21 right to refrain from self-organization, or (b) an employer in the
22 selection of its representatives for purposes of collective
23 bargaining or the adjustment of grievances;

24 (2) Cause or attempt to cause an employer to discriminate against
25 an employee in violation of RCW 49.66.040(3) or to discriminate
26 against an employee with respect to whom membership in such
27 organization has been denied or terminated (~~on some ground other~~
28 ~~than his or her failure to tender the periodic dues and initiation~~
29 ~~fees uniformly required as a condition of acquiring or retaining~~
30 ~~membership));~~

31 (3) Refuse to meet and bargain in good faith with an employer,
32 provided it is the duly designated representative of the employer's
33 employees for purposes of collective bargaining;

34 (~~Require of employees covered by a union security agreement~~
35 ~~the payment, as a condition precedent to becoming a member of such~~
36 ~~organization, of a fee in an amount which the director finds~~
37 ~~excessive or discriminatory under all the circumstances. In making~~
38 ~~such a finding, the director shall consider, among other relevant~~
39 ~~factors, the practices and customs of labor organizations in the~~

1 ~~particular industry, and the wages currently paid to the employees~~
2 ~~affected;~~

3 (~~5~~)) Cause or attempt to cause an employer to pay or deliver or
4 agree to pay or deliver any money or other thing of value, in the
5 nature of an exaction, for services which are not performed or not to
6 be performed;

7 ((~~6~~)) (5) Enter into any contract or agreement, express or
8 implied, whereby an employer or other person ceases or refrains, or
9 agrees to cease or refrain, from handling, using, selling,
10 transporting, or otherwise dealing in any of the products or services
11 of any other employer or person, or to cease doing business with any
12 other employer or person, and any such contract or agreement shall be
13 unenforceable and void; or

14 ((~~7~~)) (6) Engage in, or induce or encourage any individual
15 employed by any employer or to engage in, an activity prohibited by
16 RCW 49.66.060.

17 NEW SECTION. **Sec. 24.** A new section is added to chapter 49.66
18 RCW to read as follows:

19 (1) It is unlawful for any person, labor organization, or
20 officer, agent, or member thereof, or employer, or officer thereof,
21 by any threatened or actual intimidation of an employee or
22 prospective employee, or an employee's or prospective employee's
23 parents, spouse, children, grandchildren, or any other persons
24 residing in the employee's or prospective employee's home, or by any
25 damage or threatened damage to an employee's or prospective
26 employee's property, to compel or attempt to compel such employee to
27 join, affiliate with, or financially support a labor organization or
28 to refrain from doing so or otherwise forfeit any rights as
29 guaranteed by RCW 49.66.010 or this section.

30 (2) A person who violates the rights of employees in RCW
31 49.66.010 or this section is liable to a person who suffers from that
32 violation for all resulting damages.

33 (3)(a) The attorney general or a prosecuting attorney may bring
34 an action in superior court to enjoin a violation of RCW 49.66.010 or
35 this section.

36 (b) The superior courts shall grant injunctive relief when a
37 violation of RCW 49.66.010 or this section is made apparent.

38 (4) Not later than the second day after the receipt of notice of
39 institution of an action under this section, a party to the action

1 may apply to the presiding judge of the superior court in the county
2 within which the action is brought. The presiding judge shall
3 immediately assign a superior court judge from within the county who
4 shall hear all proceedings in the action.

5 (5) Any agreement, understanding, or practice, written or oral,
6 implied or expressed, between any labor organization and employer
7 that violates the provisions of this chapter is void and
8 unenforceable.

9 **Sec. 25.** RCW 53.18.050 and 1967 c 101 s 5 are each amended to
10 read as follows:

11 A labor agreement signed by a port district may contain:

12 (1) Provisions that the employee organization chosen by a
13 majority of the employees in a grouping or unit will be recognized as
14 the representative of all employees in the classification included in
15 such grouping or unit; and

16 ~~(2) ((Maintenance of membership provisions including dues check-~~
17 ~~off arrangements; and~~

18 ~~(3))~~ Provisions providing for binding arbitration, the expenses
19 being equally borne by the parties, in matters of contract
20 interpretation and the settlement of jurisdictional disputes.

21 **Sec. 26.** RCW 53.18.060 and 1967 c 101 s 6 are each amended to
22 read as follows:

23 ~~((No))~~ A labor agreement or contract entered into by a port
24 district ~~((shall))~~ may not:

25 (1) Restrict the right of the port district in its discretion to
26 hire;

27 (2) Limit the right of the port to secure its regular or steady
28 employees from the local community; ~~((and))~~

29 (3) Include within the same agreements: (a) Port security
30 personnel, or (b) port supervisory personnel;

31 (4) Contain union security provisions;

32 (5) Require any employee to become or remain a member of an
33 employee organization as a condition of employment; or

34 (6) Require any employee to pay any dues, fees, assessments, or
35 other charges to an employee organization as a condition of
36 employment.

1 NEW SECTION. **Sec. 27.** A new section is added to chapter 53.18
2 RCW to read as follows:

3 No employer may deduct any dues, fees, assessments, or other
4 charges from the pay of an employee on behalf of an employee
5 organization without the voluntary, written authorization of the
6 employee. An employee may revoke his or her authorization for such
7 deductions at any time by notifying the employer or employee
8 organization in writing.

9 NEW SECTION. **Sec. 28.** A new section is added to chapter 53.18
10 RCW to read as follows:

11 (1) It is unlawful for any person, employee organization, or
12 officer, agent, or member thereof, or employer, or officer thereof,
13 by any threatened or actual intimidation of an employee or
14 prospective employee, or an employee's or prospective employee's
15 parents, spouse, children, grandchildren, or any other persons
16 residing in the employee's or prospective employee's home, or by any
17 damage or threatened damage to an employee's or prospective
18 employee's property, to compel or attempt to compel such employee to
19 join, affiliate with, or financially support an employee organization
20 or to refrain from doing so or otherwise forfeit any rights as
21 guaranteed by RCW 53.18.060, section 27 of this act, or this section.

22 (2) A person who violates the rights of employees in RCW
23 53.18.060, section 27 of this act, or this section is liable to a
24 person who suffers from that violation for all resulting damages.

25 (3)(a) The attorney general or a prosecuting attorney may bring
26 an action in superior court to enjoin a violation of RCW 53.18.060,
27 section 27 of this act, or this section.

28 (b) The superior courts shall grant injunctive relief when a
29 violation of RCW 53.18.060, section 27 of this act, or this section
30 is made apparent.

31 (4) Not later than the second day after the receipt of notice of
32 institution of an action under this section, a party to the action
33 may apply to the presiding judge of the superior court in the county
34 within which the action is brought. The presiding judge shall
35 immediately assign a superior court judge from within the county who
36 shall hear all proceedings in the action.

37 (5) Any agreement, understanding, or practice, written or oral,
38 implied or expressed, between any employee organization and employer

1 that violates the provisions of this chapter is void and
2 unenforceable.

3 NEW SECTION. **Sec. 29.** Nothing contained in this act may be
4 construed to alter any existing collective bargaining unit or the
5 provisions of any existing contract or collective bargaining
6 agreement. This act applies to all contracts entered into after the
7 effective date of this section and applies to any renewal or
8 extension of any existing contract or collective bargaining
9 agreement.

10 NEW SECTION. **Sec. 30.** If any provision of this act or its
11 application to any person or circumstance is held invalid, the
12 remainder of the act or the application of the provision to other
13 persons or circumstances is not affected."

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By Senator Baumgartner

14 On page 1, line 2 of the title, after "fees;" strike the
15 remainder of the title and insert "amending RCW 28B.52.045,
16 41.56.110, 41.56.113, 41.56.122, 41.59.060, 41.59.100, 41.59.140,
17 41.76.045, 41.80.050, 41.80.100, 47.64.130, 47.64.160, 49.39.080,
18 49.39.090, 49.66.010, 49.66.050, 53.18.050, and 53.18.060; adding a
19 new section to chapter 49.36 RCW; adding new sections to chapter
20 41.56 RCW; adding a new section to chapter 41.59 RCW; adding a new
21 section to chapter 41.80 RCW; adding a new section to chapter 47.64
22 RCW; adding a new section to chapter 49.39 RCW; adding a new section
23 to chapter 49.66 RCW; adding new sections to chapter 53.18 RCW;
24 creating a new section; and prescribing penalties."

EFFECT: Prohibits collective bargaining agreements from requiring
union membership, or requiring employees pay dues or fees as a
condition of employment. Prohibits deducting union dues or fees from
the pay of an employee without written authorization. Prohibits
compelling or threatening an employee to join or financially support
a union.

--- END ---