

SHB 1575 - S AMD TO LBRC COMM AMD (S-3309.1/19) 551
By Senator Short

NOT ADOPTED 04/11/2019

1 Beginning on page 1, line 3, strike all of sections 1 through 5

2 Renumber the remaining sections consecutively and correct any
3 internal references accordingly.

4 On page 5, line 6, after "(1)" strike all material through
5 "~~organization.))~~" on line 39 and insert "~~((a))~~ A collective
6 bargaining agreement may include ~~((union security provisions, but not~~
7 ~~a closed shop.~~

8 ~~(b) Upon written authorization of an employee within the~~
9 ~~bargaining unit and after the certification or recognition of the~~
10 ~~bargaining unit's exclusive bargaining representative, the employer~~
11 ~~must deduct from the payments to the employee the monthly amount of~~
12 ~~dues as certified by the secretary of the exclusive bargaining~~
13 ~~representative and must transmit the same to the treasurer of the~~
14 ~~exclusive bargaining representative.~~

15 ~~(c) If the employer and the exclusive bargaining representative~~
16 ~~of a bargaining unit enter into a collective bargaining agreement~~
17 ~~that:~~

18 ~~(i) Includes a union security provision authorized under (a) of~~
19 ~~this subsection, the employer must enforce the agreement by deducting~~
20 ~~from the payments to bargaining unit members the dues required for~~
21 ~~membership in the exclusive bargaining representative, or, for~~
22 ~~nonmembers thereof, a fee equivalent to the dues; or~~

23 ~~(ii) Includes requirements for deductions of payments other than~~
24 ~~the deduction under (c)(i) of this subsection, the employer must make~~
25 ~~such deductions upon written authorization of the employee.~~

26 ~~(2) An employee who is covered by a union security provision and~~
27 ~~who asserts a right of nonassociation based on bona fide religious~~
28 ~~tenets or teachings of a church or religious body of which such~~
29 ~~employee is a member shall pay to a nonreligious charity or other~~
30 ~~charitable organization an amount of money equivalent to the periodic~~
31 ~~dues and initiation fees uniformly required as a condition of~~
32 ~~acquiring or retaining membership in the exclusive bargaining~~

1 ~~representative. The charity shall be agreed upon by the employee and~~
2 ~~the employee organization to which such employee would otherwise pay~~
3 ~~the dues and fees. The employee shall furnish written proof that such~~
4 ~~payments have been made. If the employee and the employee~~
5 ~~organization do not reach agreement on such matter, the commission~~
6 ~~shall designate the charitable organization)) provisions permitting~~
7 employers to deduct union dues or representation fees from employees
8 who directly authorize the employer to make such deductions, provided
9 that the employer only makes such deductions consistent with the
10 requirements of this section.

11 (2) Authorization to deduct union dues or representation fees
12 must be made directly by an employee to the employer, and must be on
13 a form submitted to the employer that reads as follows:

14 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

15 By providing the following information and permissions, your
16 employer, (employer name), is authorized to deduct union dues or
17 representation fees. This authorization is valid until revoked in
18 writing at any time during the employer's regular business hours. If
19 you choose to revoke this authorization, deductions will cease no
20 later than the end of the month following the revocation.

21 I, (employee name), authorize my employer named above to deduct
22 union dues or representation fees from my earnings to my bargaining
23 representative, (name of employee bargaining representative
24 organization), consistent with the terms of the collective bargaining
25 agreement negotiated by this organization on my behalf.

26 In the event that this authorization, or revocation of
27 authorization, conflicts with any contractual agreement that I have
28 previously made with an employee representative organization, I
29 understand that the conflict is a matter of private contract, and
30 that it is in no way the responsibility of my employer to resolve or
31 intervene in the conflict.

32 (3) At such time as an employee no longer desires association
33 with the bargaining representative, any dues or representation fee
34 authorization may be revoked. The employer must terminate any
35 deductions for which authorization has been revoked in writing no
36 later than the end of the month following the month in which the
37 written revocation of authorization was received.

38 (4) Because it involves the protection of employees' fundamental
39 right to freedom of association under the first amendment to the

1 Constitution of the United States, the employer, through a collective
2 bargaining agreement or otherwise, may not delegate the
3 administration of the authorization process for union dues or
4 representation fees to a private entity. To the extent that an
5 employer uses a business agent, such as a payroll, billing service,
6 or accounting firm, the mere administration of authorizations made by
7 an employee to an employer are not prohibited. An employer is
8 prohibited from expending public funds to resolve private contract
9 disputes between employees and employee representative organizations
10 on matters involving union dues or representation fees."

11 Beginning on page 6, line 1, strike all of sections 7 and 8

12 Renumber the remaining sections consecutively and correct any
13 internal references accordingly.

14 Beginning on page 7, line 7, after "(1)" strike all material
15 through "employee." on page 8, line 12 and insert "~~((Upon the written~~
16 ~~authorization of an employee within the bargaining unit and after the~~
17 ~~certification or recognition of the bargaining unit's exclusive~~
18 ~~bargaining representative, the employer shall deduct from the~~
19 ~~payments to the employee the monthly amount of dues as certified by~~
20 ~~the secretary of the exclusive bargaining representative and shall~~
21 ~~transmit the same to the treasurer of the exclusive bargaining~~
22 ~~representative.~~

23 ~~(2) If the employer and the exclusive bargaining representative~~
24 ~~of a bargaining unit enter into) A collective bargaining agreement~~
25 ~~((that:~~

26 ~~(a) Includes a union security provision authorized under RCW~~
27 ~~41.56.122, the employer must enforce the agreement by deducting from~~
28 ~~the payments to bargaining unit members the dues required for~~
29 ~~membership in the exclusive bargaining representative, or, for~~
30 ~~nonmembers thereof, a fee equivalent to the dues; or~~

31 ~~(b) Includes requirements for deductions of payments other than~~
32 ~~the deduction under (a) of this subsection, the employer must make~~
33 ~~such deductions upon written authorization of the employee) may~~
34 include provisions permitting employers to deduct union dues or
35 representation fees from employees who directly authorize the
36 employer to make such deductions, provided that the employer only
37 makes such deductions consistent with the requirements of this
38 section.

1 (2) Authorization to deduct union dues or representation fees
2 must be made directly by an employee to the employer, and must be on
3 a form submitted to the employer that reads as follows:

4 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

5 By providing the following information and permissions, your
6 employer, (employer name), is authorized to deduct union dues or
7 representation fees. This authorization is valid until revoked in
8 writing at any time during the employer's regular business hours. If
9 you choose to revoke this authorization, deductions will cease no
10 later than the end of the month following the revocation.

11 I, (employee name), authorize my employer named above to deduct
12 union dues or representation fees from my earnings to my bargaining
13 representative, (name of employee bargaining representative
14 organization), consistent with the terms of the collective bargaining
15 agreement negotiated by this organization on my behalf.

16 In the event that this authorization, or revocation of
17 authorization, conflicts with any contractual agreement that I have
18 previously made with an employee representative organization, I
19 understand that the conflict is a matter of private contract, and
20 that it is in no way the responsibility of my employer to resolve or
21 intervene in the conflict.

22 (3) At such time as an employee no longer desires association
23 with the bargaining representative, any dues or representation fee
24 authorization may be revoked. The employer must terminate any
25 deductions for which authorization has been revoked in writing no
26 later than the end of the month following the month in which the
27 written revocation of authorization was received.

28 (4) Because it involves the protection of employees' fundamental
29 right to freedom of association under the first amendment to the
30 Constitution of the United States, the employer, through a collective
31 bargaining agreement or otherwise, may not delegate the
32 administration of the authorization process for union dues or
33 representation fees to a private entity. To the extent that an
34 employer uses a business agent, such as a payroll, billing service,
35 or accounting firm, the mere administration of authorizations made by
36 an employee to an employer are not prohibited. An employer is
37 prohibited from expending public funds to resolve private contract

1 disputes between employees and employee representative organizations
2 on matters involving union dues or representation fees."

3 Beginning on page 8, line 13, strike all of sections 10 and 11

4 Renumber the remaining sections consecutively and correct any
5 internal references accordingly.

6 Beginning on page 12, line 24, after "(1)" strike all material
7 through "employee." on page 13, line 35 and insert "~~(Employees shall~~
8 ~~have the right to self-organization, to form, join, or assist~~
9 ~~employee organizations, to bargain collectively through~~
10 ~~representatives of their own choosing, and shall also have the right~~
11 ~~to refrain from any or all of such activities except to the extent~~
12 ~~that employees may be required to pay a fee to any employee~~
13 ~~organization under an agency shop agreement authorized in this~~
14 ~~chapter.~~

15 ~~(2) (a) Upon written authorization of an employee within the~~
16 ~~bargaining unit and after the certification or recognition of the~~
17 ~~bargaining unit's exclusive bargaining representative, the employer~~
18 ~~must deduct from the payments to the employee the monthly amount of~~
19 ~~dues as certified by the secretary of the exclusive bargaining~~
20 ~~representative and must transmit the same to the treasurer of the~~
21 ~~exclusive bargaining representative.~~

22 ~~(b) If the employer and the exclusive bargaining representative~~
23 ~~of a bargaining unit enter into)) A collective bargaining agreement~~
24 ~~((that:~~

25 ~~(i) Includes a union security provision authorized under RCW~~
26 ~~41.59.100, the employer must enforce the agreement by deducting from~~
27 ~~the payments to bargaining unit members the dues required for~~
28 ~~membership in the exclusive bargaining representative, or, for~~
29 ~~nonmembers thereof, a fee equivalent to the dues; or~~

30 ~~(ii) Includes requirements for deductions of payments other than~~
31 ~~the deduction under (b) (i) of this subsection, the employer must make~~
32 ~~such deductions upon written authorization of the employee)) may~~
33 include provisions permitting employers to deduct union dues or
34 representation fees from employees who directly authorize the
35 employer to make such deductions, provided that the employer only
36 makes such deductions consistent with the requirements of this
37 section.

1 (2) Authorization to deduct union dues or representation fees
2 must be made directly by an employee to the employer, and must be on
3 a form submitted to the employer that reads as follows:

4 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

5 By providing the following information and permissions, your
6 employer, (employer name), is authorized to deduct union dues or
7 representation fees. This authorization is valid until revoked in
8 writing at any time during the employer's regular business hours. If
9 you choose to revoke this authorization, deductions will cease no
10 later than the end of the month following the revocation.

11 I, (employee name), authorize my employer named above to deduct
12 union dues or representation fees from my earnings to my bargaining
13 representative, (name of employee bargaining representative
14 organization), consistent with the terms of the collective bargaining
15 agreement negotiated by this organization on my behalf.

16 In the event that this authorization, or revocation of
17 authorization, conflicts with any contractual agreement that I have
18 previously made with an employee representative organization, I
19 understand that the conflict is a matter of private contract, and
20 that it is in no way the responsibility of my employer to resolve or
21 intervene in the conflict.

22 (3) At such time as an employee no longer desires association
23 with the bargaining representative, any dues or representation fee
24 authorization may be revoked. The employer must terminate any
25 deductions for which authorization has been revoked in writing no
26 later than the end of the month following the month in which the
27 written revocation of authorization was received.

28 (4) Because it involves the protection of employees' fundamental
29 right to freedom of association under the first amendment to the
30 Constitution of the United States, the employer, through a collective
31 bargaining agreement or otherwise, may not delegate the
32 administration of the authorization process for union dues or
33 representation fees to a private entity. To the extent that an
34 employer uses a business agent, such as a payroll, billing service,
35 or accounting firm, the mere administration of authorizations made by
36 an employee to an employer are not prohibited. An employer is
37 prohibited from expending public funds to resolve private contract

1 disputes between employees and employee representative organizations
2 on matters involving union dues or representation fees."

3 Beginning on page 13, line 36, strike all of section 13

4 Renumber the remaining sections consecutively and correct any
5 internal references accordingly.

6 Beginning on page 15, line 33, after "(1)" strike all material
7 through "determination.))" on page 17, line 14 and insert "((~~a~~)) A
8 collective bargaining agreement may include ((~~union—security~~
9 ~~provisions, but not a closed shop.~~

10 ~~(b) Upon written authorization of an employee within the~~
11 ~~bargaining unit and after the certification or recognition of the~~
12 ~~bargaining unit's exclusive bargaining representative, the employer~~
13 ~~must deduct from the payments to the employee the monthly amount of~~
14 ~~dues as certified by the secretary of the exclusive bargaining~~
15 ~~representative and must transmit the same to the treasurer of the~~
16 ~~exclusive bargaining representative.~~

17 ~~(c) If the employer and the exclusive bargaining representative~~
18 ~~of a bargaining unit enter into a collective bargaining agreement~~
19 ~~that:~~

20 ~~(i) Includes a union security provision authorized under (a) of~~
21 ~~this subsection, the employer must enforce the agreement by deducting~~
22 ~~from the payments to bargaining unit members the dues required for~~
23 ~~membership in the exclusive bargaining representative, or, for~~
24 ~~nonmembers thereof, a fee equivalent to the dues; or~~

25 ~~(ii) Includes requirements for deductions of payments other than~~
26 ~~the deduction under (c) (i) of this subsection, the employer must make~~
27 ~~such deductions upon written authorization of the employee.~~

28 ~~(2) A faculty member who is covered by a union security provision~~
29 ~~and who asserts a right of nonassociation based on bona fide~~
30 ~~religious tenets or teachings of a church or religious body of which~~
31 ~~such faculty member is a member shall pay to a nonreligious charity~~
32 ~~or other charitable organization an amount of money equivalent to the~~
33 ~~periodic dues and initiation fees uniformly required as a condition~~
34 ~~of acquiring or retaining membership in the exclusive bargaining~~
35 ~~representative. The charity shall be agreed upon by the faculty~~
36 ~~member and the employee organization to which such faculty member~~
37 ~~would otherwise pay the dues and fees. The faculty member shall~~
38 ~~furnish written proof that such payments have been made. If the~~

1 ~~faculty member and the employee organization do not reach agreement~~
2 ~~on such matter, the dispute shall be submitted to the commission for~~
3 ~~determination)) provisions permitting employers to deduct union dues~~
4 ~~or representation fees from employees who directly authorize the~~
5 ~~employer to make such deductions, provided that the employer only~~
6 ~~makes such deductions consistent with the requirements of this~~
7 ~~section.~~

8 (2) Authorization to deduct union dues or representation fees
9 must be made directly by an employee to the employer, and must be on
10 a form submitted to the employer that reads as follows:

11 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

12 By providing the following information and permissions, your
13 employer, (employer name), is authorized to deduct union dues or
14 representation fees. This authorization is valid until revoked in
15 writing at any time during the employer's regular business hours. If
16 you choose to revoke this authorization, deductions will cease no
17 later than the end of the month following the revocation.

18 I, (employee name), authorize my employer named above to deduct
19 union dues or representation fees from my earnings to my bargaining
20 representative, (name of employee bargaining representative
21 organization), consistent with the terms of the collective bargaining
22 agreement negotiated by this organization on my behalf.

23 In the event that this authorization, or revocation of
24 authorization, conflicts with any contractual agreement that I have
25 previously made with an employee representative organization, I
26 understand that the conflict is a matter of private contract, and
27 that it is in no way the responsibility of my employer to resolve or
28 intervene in the conflict.

29 (3) At such time as an employee no longer desires association
30 with the bargaining representative, any dues or representation fee
31 authorization may be revoked. The employer must terminate any
32 deductions for which authorization has been revoked in writing no
33 later than the end of the month following the month in which the
34 written revocation of authorization was received.

35 (4) Because it involves the protection of employees' fundamental
36 right to freedom of association under the first amendment to the
37 Constitution of the United States, the employer, through a collective
38 bargaining agreement or otherwise, may not delegate the
39 administration of the authorization process for union dues or

1 representation fees to a private entity. To the extent that an
2 employer uses a business agent, such as a payroll, billing service,
3 or accounting firm, the mere administration of authorizations made by
4 an employee to an employer are not prohibited. An employer is
5 prohibited from expending public funds to resolve private contract
6 disputes between employees and employee representative organizations
7 on matters involving union dues or representation fees."

8 Beginning on page 17, line 15, strike all of sections 15 through
9 17

10 Renumber the remaining sections consecutively and correct any
11 internal references accordingly.

12 Beginning on page 19, line 7, after "(1)" strike all material
13 through "deductions." on page 21, line 3 and insert "A collective
14 bargaining agreement may ~~((contain a union security provision~~
15 ~~requiring as a condition of employment the payment, no later than the~~
16 ~~thirtieth day following the beginning of employment or July 1, 2004,~~
17 ~~whichever is later, of an agency shop fee to the employee~~
18 ~~organization that is the exclusive bargaining representative for the~~
19 ~~bargaining unit in which the employee is employed. The amount of the~~
20 ~~fee shall be equal to the amount required to become a member in good~~
21 ~~standing of the employee organization. Each employee organization~~
22 ~~shall establish a procedure by which any employee so requesting may~~
23 ~~pay a representation fee no greater than the part of the membership~~
24 ~~fee that represents a pro rata share of expenditures for purposes~~
25 ~~germane to the collective bargaining process, to contract~~
26 ~~administration, or to pursuing matters affecting wages, hours, and~~
27 ~~other conditions of employment.~~

28 ~~(2) An employee who is covered by a union security provision and~~
29 ~~who asserts a right of nonassociation based on bona fide religious~~
30 ~~tenets, or teachings of a church or religious body of which the~~
31 ~~employee is a member, shall, as a condition of employment, make~~
32 ~~payments to the employee organization, for purposes within the~~
33 ~~program of the employee organization as designated by the employee~~
34 ~~that would be in harmony with his or her individual conscience. The~~
35 ~~amount of the payments shall be equal to the periodic dues and fees~~
36 ~~uniformly required as a condition of acquiring or retaining~~
37 ~~membership in the employee organization minus any included monthly~~
38 ~~premiums for insurance programs sponsored by the employee~~

1 organization. The employee shall not be a member of the employee
2 organization but is entitled to all the representation rights of a
3 member of the employee organization.

4 (3) (a) Upon written authorization of an employee within the
5 bargaining unit and after the certification or recognition of the
6 bargaining unit's exclusive bargaining representative, the employer
7 must deduct from the payments to the employee the monthly amount of
8 dues as certified by the secretary of the exclusive bargaining
9 representative and must transmit the same to the treasurer of the
10 exclusive bargaining representative.

11 (b) If the employer and the exclusive bargaining representative
12 of a bargaining unit enter into a collective bargaining agreement
13 that:

14 (i) Includes a union security provision authorized under
15 subsection (1) of this section, the employer must enforce the
16 agreement by deducting from the payments to bargaining unit members
17 the dues required for membership in the exclusive bargaining
18 representative, or, for nonmembers thereof, a fee equivalent to the
19 dues; or

20 (ii) Includes requirements for deductions of payments other than
21 the deduction under (b) (i) of this subsection, the employer must make
22 such deductions upon written authorization of the employee.

23 (4) Employee organizations that before July 1, 2004, were
24 entitled to the benefits of this section shall continue to be
25 entitled to these benefits)) include provisions permitting employers
26 to deduct union dues or representation fees from employees who
27 directly authorize the employer to make such deductions, provided
28 that the employer only makes such deductions consistent with the
29 requirements of this section.

30 (2) Authorization to deduct union dues or representation fees
31 must be made directly by an employee to the employer, and must be on
32 a form submitted to the employer that reads as follows:

33 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

34 By providing the following information and permissions, your
35 employer, (employer name), is authorized to deduct union dues or
36 representation fees. This authorization is valid until revoked in
37 writing at any time during the employer's regular business hours. If
38 you choose to revoke this authorization, deductions will cease no
39 later than the end of the month following the revocation.

1 I, (employee name), authorize my employer named above to deduct
2 union dues or representation fees from my earnings to my bargaining
3 representative, (name of employee bargaining representative
4 organization), consistent with the terms of the collective bargaining
5 agreement negotiated by this organization on my behalf.

6 In the event that this authorization, or revocation of
7 authorization, conflicts with any contractual agreement that I have
8 previously made with an employee representative organization, I
9 understand that the conflict is a matter of private contract, and
10 that it is in no way the responsibility of my employer to resolve or
11 intervene in the conflict.

12 (3) At such time as an employee no longer desires association
13 with the bargaining representative, any dues or representation fee
14 authorization may be revoked. The employer must terminate any
15 deductions for which authorization has been revoked in writing no
16 later than the end of the month following the month in which the
17 written revocation of authorization was received.

18 (4) Because it involves the protection of employees' fundamental
19 right to freedom of association under the first amendment to the
20 Constitution of the United States, the employer, through a collective
21 bargaining agreement or otherwise, may not delegate the
22 administration of the authorization process for union dues or
23 representation fees to a private entity. To the extent that an
24 employer uses a business agent, such as a payroll, billing service,
25 or accounting firm, the mere administration of authorizations made by
26 an employee to an employer are not prohibited. An employer is
27 prohibited from expending public funds to resolve private contract
28 disputes between employees and employee representative organizations
29 on matters involving union dues or representation fees."

30 Beginning on page 21, line 4, strike all of section 19

31 Renumber the remaining sections consecutively and correct any
32 internal references accordingly.

33 Beginning on page 23, line 7, after "include" strike all material
34 through "deductions." on page 24, line 11 and insert "~~(union~~
35 ~~security provisions including an agency shop, but not a union or~~
36 ~~closed shop. If an agency shop provision is agreed to, the employer~~
37 ~~shall enforce it by deducting from the salary payments to members of~~

1 ~~the bargaining unit the dues required of membership in the bargaining~~
2 ~~representative, or, for nonmembers thereof, a fee equivalent to such~~
3 ~~dues. All union security provisions shall safeguard the right of~~
4 ~~nonassociation of employees based on bona fide religious tenets or~~
5 ~~teachings of a church or religious body of which such employee is a~~
6 ~~member. Such employee shall pay an amount of money equivalent to~~
7 ~~regular dues and fees to a nonreligious charity or to another~~
8 ~~charitable organization mutually agreed upon by the employee affected~~
9 ~~and the bargaining representative to which such employee would~~
10 ~~otherwise pay the dues and fees. The employee shall furnish written~~
11 ~~proof that such payment has been made. If the employee and the~~
12 ~~bargaining representative do not reach agreement on such matter, the~~
13 ~~commission shall designate the charitable organization)) provisions~~
14 permitting employers to deduct union dues or representation fees from
15 employees who directly authorize the employer to make such
16 deductions, provided that the employer only makes such deductions
17 consistent with the requirements of this section.

18 (2) Authorization to deduct union dues or representation fees
19 must be made directly by an employee to the employer, and must be on
20 a form submitted to the employer that reads as follows:

21 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

22 By providing the following information and permissions, your
23 employer, (employer name), is authorized to deduct union dues or
24 representation fees. This authorization is valid until revoked in
25 writing at any time during the employer's regular business hours. If
26 you choose to revoke this authorization, deductions will cease no
27 later than the end of the month following the revocation.

28 I, (employee name), authorize my employer named above to deduct
29 union dues or representation fees from my earnings to my bargaining
30 representative, (name of employee bargaining representative
31 organization), consistent with the terms of the collective bargaining
32 agreement negotiated by this organization on my behalf.

33 In the event that this authorization, or revocation of
34 authorization, conflicts with any contractual agreement that I have
35 previously made with an employee representative organization, I
36 understand that the conflict is a matter of private contract, and
37 that it is in no way the responsibility of my employer to resolve or
38 intervene in the conflict.

1 (3) At such time as an employee no longer desires association
2 with the bargaining representative, any dues or representation fee
3 authorization may be revoked. The employer must terminate any
4 deductions for which authorization has been revoked in writing no
5 later than the end of the month following the month in which the
6 written revocation of authorization was received.

7 (4) Because it involves the protection of employees' fundamental
8 right to freedom of association under the first amendment to the
9 Constitution of the United States, the employer, through a collective
10 bargaining agreement or otherwise, may not delegate the
11 administration of the authorization process for union dues or
12 representation fees to a private entity. To the extent that an
13 employer uses a business agent, such as a payroll, billing service,
14 or accounting firm, the mere administration of authorizations made by
15 an employee to an employer are not prohibited. An employer is
16 prohibited from expending public funds to resolve private contract
17 disputes between employees and employee representative organizations
18 on matters involving union dues or representation fees."

19 On page 24, beginning on line 12, strike all of section 21

20 Renumber the remaining sections consecutively and correct any
21 internal references accordingly.

22 Beginning on page 24, line 27, after "(1)" strike all material
23 through "employee." on page 25, line 32 and insert "~~(Upon the~~
24 ~~written authorization of an employee within the bargaining unit and~~
25 ~~after the certification or recognition of the bargaining unit's~~
26 ~~exclusive bargaining representative, the employer must deduct from~~
27 ~~the payments to the employee the monthly amount of dues as certified~~
28 ~~by the secretary of the exclusive bargaining representative and must~~
29 ~~transmit the same to the treasurer of the exclusive bargaining~~
30 ~~representative.~~

31 ~~(2) If the employer and the exclusive bargaining representative~~
32 ~~of a bargaining unit enter into) A collective bargaining agreement~~
33 ~~((that:~~

34 ~~(a) Includes a union security provision authorized under RCW~~
35 ~~49.39.090, the employer must enforce the agreement by deducting from~~
36 ~~the payments to bargaining unit members the dues required for~~

1 membership in the exclusive bargaining representative, or, for
2 nonmembers thereof, a fee equivalent to the dues; or

3 ~~(b) Includes requirements for deductions of payments other than~~
4 ~~the deduction under (a) of this subsection, the employer must make~~
5 ~~such deductions upon written authorization of the employee))~~ may
6 include provisions permitting employers to deduct union dues or
7 representation fees from employees who directly authorize the
8 employer to make such deductions, provided that the employer only
9 makes such deductions consistent with the requirements of this
10 section.

11 (2) Authorization to deduct union dues or representation fees
12 must be made directly by an employee to the employer, and must be on
13 a form submitted to the employer that reads as follows:

14 AUTHORIZATION TO DEDUCT UNION DUES OR REPRESENTATION FEES

15 By providing the following information and permissions, your
16 employer, (employer name), is authorized to deduct union dues or
17 representation fees. This authorization is valid until revoked in
18 writing at any time during the employer's regular business hours. If
19 you choose to revoke this authorization, deductions will cease no
20 later than the end of the month following the revocation.

21 I, (employee name), authorize my employer named above to deduct
22 union dues or representation fees from my earnings to my bargaining
23 representative, (name of employee bargaining representative
24 organization), consistent with the terms of the collective bargaining
25 agreement negotiated by this organization on my behalf.

26 In the event that this authorization, or revocation of
27 authorization, conflicts with any contractual agreement that I have
28 previously made with an employee representative organization, I
29 understand that the conflict is a matter of private contract, and
30 that it is in no way the responsibility of my employer to resolve or
31 intervene in the conflict.

32 (3) At such time as an employee no longer desires association
33 with the bargaining representative, any dues or representation fee
34 authorization may be revoked. The employer must terminate any
35 deductions for which authorization has been revoked in writing no
36 later than the end of the month following the month in which the
37 written revocation of authorization was received.

38 (4) Because it involves the protection of employees' fundamental
39 right to freedom of association under the first amendment to the

1 Constitution of the United States, the employer, through a collective
2 bargaining agreement or otherwise, may not delegate the
3 administration of the authorization process for union dues or
4 representation fees to a private entity. To the extent that an
5 employer uses a business agent, such as a payroll, billing service,
6 or accounting firm, the mere administration of authorizations made by
7 an employee to an employer are not prohibited. An employer is
8 prohibited from expending public funds to resolve private contract
9 disputes between employees and employee representative organizations
10 on matters involving union dues or representation fees."

11 Beginning on page 25, line 33, strike all of sections 23 through
12 26

13 Correct any internal references accordingly.

SHB 1575 - S AMD TO LBRC COMM AMD (S-3309.1/19) **551**
By Senator Short

NOT ADOPTED 04/11/2019

14 On page 27, line 2, after "insert" strike all material through
15 "41.59.100" on line 9 and insert "and amending RCW 28B.52.045,
16 41.56.110, 41.59.060, 41.76.045, 41.80.100, 47.64.160, and 49.39.080"

EFFECT: Replaces underlying language in the striking amendment with the following:

(1) Union security provisions are removed from public employees, state employees, community college faculty, educational employees, university faculty, and marine employees sections and replaced with language requiring employees to directly authorize public employers to make deductions for union dues on a form specifically prescribed in the language. Authorizations are effective until revoked in writing during an employer's regular business hours, and the employer must cease making deductions no later than the end of the month following the revocation.

(2) Employers are required to consider authorizations made by employees to their unions as matters of private contract between those parties, and are prohibited from expending public funds to resolve disputes between employees and unions on matters involving union dues or representation fees.

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