6157-S AMH CHEN SCHI 044

**SSB 6157** - H AMD **1122**

By Representative Cheney

**ADOPTED 02/27/2024**

On page 6, after line 29, insert the following:

"NEW SECTION. **Sec. 9.** A new section is added to chapter 41.04 to read as follows:

Any agency that employs a deferred action for childhood arrivals recipient under RCW 41.08.070, RCW 41.12.070, RCW 41.14.100, or RCW 77.15.075 may not be held liable for any breach of contract resulting from changes in federal law that would prohibit the agency from employing a deferred action for childhood arrivals recipient."

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

On page 9, after line 18, insert the following:

"**Sec. 10.** RCW 41.06.157 and 2015 3rd sp.s. c 1 s 315 are each amended to read as follows:

(1) To promote the most effective use of the state's workforce and improve the effectiveness and efficiency of the delivery of services to the citizens of the state, the director shall adopt and maintain a comprehensive classification plan for all positions in the classified service. The classification plan must:

(a) Be simple and streamlined;

(b) Support state agencies in responding to changing technologies, economic and social conditions, and the needs of its citizens;

(c) Value workplace diversity;

(d) Facilitate the reorganization and decentralization of governmental services;

(e) Enhance mobility and career advancement opportunities; ((~~and~~))

(f) Consider rates in other public employment and private employment in the state; and

(g) Recognize that persons legally authorized to work in the United States under federal law, including deferred action for childhood arrivals recipients, are eligible for employment unless prohibited by other state or federal law.

(2) An appointing authority and an employee organization representing classified employees of the appointing authority for collective bargaining purposes may jointly request the director of financial management to initiate a classification study.

(3) For institutions of higher education and related boards, the director may adopt special salary ranges to be competitive with positions of a similar nature in the state or the locality in which the institution of higher education or related board is located.

(4) The director may undertake salary surveys of positions in other public and private employment to establish market rates. Any salary survey information collected from private employers which identifies a specific employer with salary rates which the employer pays to its employees shall not be subject to public disclosure under chapter 42.56 RCW."

Correct the title.

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|  | EFFECT:   Provides that agencies that hire Deferred Action for Childhood Arrivals recipients in positions with city firefighter, city police, or sheriff's offices, or as Fish and Wildlife officers may not be held liable for breach of contract if changes in federal law prohibit the agency from employing a Deferred Action for Childhood Arrivals recipient.  Requires the classification plan to recognize that all individuals legally authorized to work under federal law, including Deferred Action for Childhood Arrivals recipients, are eligible for employment unless otherwise prohibited. |

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