

E2SSB 6194 - H COMM AMD
By Committee on Appropriations

NOT ADOPTED 02/29/2024

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

3 "Sec. 1. RCW 44.90.020 and 2022 c 283 s 3 are each amended to
4 read as follows:

5 The definitions in this section apply throughout this chapter
6 unless the context clearly requires otherwise.

7 (1) "Collective bargaining" means the performance of the mutual
8 obligations of the employer and the exclusive bargaining
9 representative to meet at reasonable times, except that neither party
10 may be compelled to negotiate during a legislative session or on
11 committee assembly days, to confer and negotiate in good faith, and
12 to execute a written agreement with respect to the subjects of
13 bargaining specified under RCW 44.90.090. The obligation to bargain
14 does not compel either party to agree to a proposal or to make a
15 concession unless otherwise provided in this chapter.

16 (2) "Commission" means the legislative commission created in
17 section 17 of this act at the public employment relations commission,
18 until the legislative commission expires on December 31, 2029. After
19 December 31, 2029, "commission" means the public employment relations
20 commission created under RCW 41.58.010(1).

21 ~~((2))~~ (3) "Confidential employee" means an employee designated
22 by the employer to assist in a confidential capacity, or serve as
23 counsel to, persons who formulate, determine, and effectuate employer
24 policies with regard to labor relations and personnel matters or who
25 has authorized access to information relating to the effectuation or
26 review of the employer's collective bargaining policies, strategies,
27 or process to the extent that such access creates a conflict of
28 interest, or who assists or aids an employee with managerial
29 authority.

30 (4) "Director" means the director of the office of state
31 legislative labor relations.

32 ~~((3))~~ (5) (a) "Employee" means:

1 (i) Any regular partisan employee of the house of representatives
2 or the senate who is covered by this chapter; and

3 (ii) Any regular employee who is staff of the:

4 (A) Office of legislative support services;

5 (B) Legislative service center;

6 (C) Office of the code reviser who, during any legislative
7 session, does not work full time on drafting and finalizing
8 legislative bills to be included in the Revised Code of Washington;
9 and

10 (D) House of representatives and senate administrations.

11 (b) "Employee" also includes temporary staff hired to perform
12 substantially similar work to that performed by employees included
13 under (a) of this subsection.

14 (c) All other regular employees and temporary employees,
15 including casual employees, interns, and pages, and employees in the
16 office of program research and senate committee services work groups
17 of the house of representatives and the senate are excluded from the
18 definition of "employee" for the purposes of this chapter.

19 (6) "Employee organization" means any organization, union, or
20 association in which employees participate and that exists for the
21 purpose, in whole or in part, of collective bargaining with
22 employers.

23 ((+4)) (7) "Employee with managerial authority" means any
24 employee designated by the employer who, regardless of job title: (a)
25 Directs the staff who work for a legislative chamber, caucus, agency,
26 or subdivision thereof; (b) has substantial responsibility in
27 personnel administration, or the preparation and administration of
28 the employer's budgets; and (c) exercises authority that is not
29 merely routine or clerical in nature and requires the use of
30 independent judgment.

31 (8) "Employer" means:

32 (a) The chief clerk of the house of representatives, or the chief
33 clerk's designee, for employees of the house of representatives;

34 (b) The secretary of the senate, or the secretary's designee, for
35 employees of the senate; and

36 (c) The chief clerk of the house of representatives and the
37 secretary of the senate, acting jointly, or their designees, for the
38 regular employees who are staff of the office of legislative support
39 services, the legislative service center, and the office of the code
40 reviser.

1 (9) "Exclusive bargaining representative" means any employee
2 organization that has been certified under this chapter as the
3 representative of the employees in an appropriate bargaining unit.

4 ~~((5))~~ (10) "Labor dispute" means any controversy concerning
5 terms, tenure, or conditions of employment, or concerning the
6 association or representation of persons in negotiating, fixing,
7 maintaining, changing, or seeking to arrange terms or conditions of
8 employment with respect to the subjects of bargaining provided in
9 this chapter, regardless of whether the disputants stand in the
10 proximate relation of employer and employee.

11 (11) "Legislative agencies" means the joint legislative audit and
12 review committee, the statute law committee, the legislative ethics
13 board, the legislative evaluation and accountability program
14 committee, the office of the state actuary, the legislative service
15 center, the office of legislative support services, the joint
16 transportation committee, and the redistricting commission.

17 ~~((6))~~ (12) "Office" means the office of state legislative labor
18 relations.

19 (13) "Supervisor" means an employee designated by the employer to
20 provide supervision to and have authority over legislative employees
21 on an ongoing basis as part of the employee's regular and usual job
22 duties. Supervision includes the authority to direct employees,
23 approve and deny leave, and effectively recommend decisions to hire,
24 transfer, suspend, lay off, recall, promote, discharge, direct,
25 reward, or discipline employees, or to adjust employee grievances,
26 when the exercise of the authority is not of a merely routine nature
27 but requires the exercise of individual judgment.

28 NEW SECTION. Sec. 2. A new section is added to chapter 44.90
29 RCW to read as follows:

30 (1) This chapter does not apply to any legislative employee who
31 has managerial authority, is a confidential employee, or who does not
32 meet the definition of employee for the purpose of collective
33 bargaining.

34 (2) This chapter also does not apply to:

35 (a) Elected or appointed members of the legislature;

36 (b) Any person appointed to office under statute, ordinance, or
37 resolution for a specific term of office as a member of a multimember
38 board, commission, or committee;

39 (c) Caucus chiefs of staff and caucus deputy chiefs of staff;

1 (d) The speaker's attorney, house counsel, and leadership counsel
2 to the minority caucus of the house of representatives; and

3 (e) The counsel for the senate that provide direct legal advice
4 to the administration of the senate.

5 (3) Notwithstanding any other provision of this chapter, the
6 employer has the sole and exclusive authority to designate
7 confidential employees, supervisors, and employees who have
8 managerial authority, except that those designated employees may not,
9 collectively, exceed 20 percent of the total employee positions of
10 the employer.

11 **Sec. 3.** RCW 44.90.030 and 2022 c 283 s 2 are each amended to
12 read as follows:

13 (1) The office of state legislative labor relations is created to
14 assist the house of representatives, the senate, and legislative
15 agencies in implementing and managing the process of collective
16 bargaining for employees of the legislative branch of state
17 government.

18 (2)(a) Subject to (b) of this subsection, the secretary of the
19 senate and the chief clerk of the house of representatives shall
20 employ a director of the office. The director serves at the pleasure
21 of the secretary of the senate and the chief clerk of the house of
22 representatives, who shall fix the director's salary.

23 (b) The secretary of the senate and the chief clerk of the house
24 of representatives shall, before employing a director, consult with
25 legislative employees, the senate facilities and operations
26 committee, the house executive rules committee, and the human
27 resources officers of the house of representatives, the senate, and
28 legislative agencies.

29 (c) The director serves as the executive and administrative head
30 of the office and may employ additional employees to assist in
31 carrying out the duties of the office. The duties of the office
32 include, but are not limited to, establishing bargaining teams and
33 conducting negotiations on behalf of the employer.

34 ~~((d) The director shall contract with an external consultant for~~
35 ~~the purposes of gathering input from legislative employees, taking~~
36 ~~into consideration RCW 42.52.020 and rules of the house of~~
37 ~~representatives and the senate. The gathering of input must be in the~~
38 ~~form of, at a minimum, surveys.~~

1 ~~(3) The director, in consultation with the secretary of the~~
2 ~~senate, the chief clerk of the house of representatives, and the~~
3 ~~administrative heads of legislative agencies shall:~~

4 ~~(a) Examine issues related to collective bargaining for employees~~
5 ~~of the house of representatives, the senate, and legislative~~
6 ~~agencies; and~~

7 ~~(b) After consultation with the external consultant, develop best~~
8 ~~practices and options for the legislature to consider in implementing~~
9 ~~and administering collective bargaining for employees of the house of~~
10 ~~representatives, the senate, and legislative agencies.~~

11 ~~(4) (a) By December 1, 2022, the director shall submit a~~
12 ~~preliminary report to the appropriate committees of the legislature~~
13 ~~that provides a progress report on the director's considerations.~~

14 ~~(b) By October 1, 2023, the director shall submit a final report~~
15 ~~to the appropriate committees of the legislature. At a minimum, the~~
16 ~~final report must address considerations on the following issues:~~

17 ~~(i) Which employees of the house of representatives, the senate,~~
18 ~~and legislative agencies for whom collective bargaining may be~~
19 ~~appropriate;~~

20 ~~(ii) Mandatory, permissive, and prohibited subjects of~~
21 ~~bargaining;~~

22 ~~(iii) Who would negotiate on behalf of the house of~~
23 ~~representatives, the senate, and legislative agencies, and which~~
24 ~~entity or entities would be considered the employer for purposes of~~
25 ~~bargaining;~~

26 ~~(iv) Definitions for relevant terms;~~

27 ~~(v) Common public employee collective bargaining agreement~~
28 ~~frameworks related to grievance procedures and processes for~~
29 ~~disciplinary actions;~~

30 ~~(vi) Procedures related to the commission certifying exclusive~~
31 ~~bargaining representatives, determining bargaining units,~~
32 ~~adjudicating unfair labor practices, determining representation~~
33 ~~questions, and coalition bargaining;~~

34 ~~(vii) The efficiency and feasibility of coalition bargaining;~~

35 ~~(viii) Procedures for approving negotiated collective bargaining~~
36 ~~agreements;~~

37 ~~(ix) Procedures for submitting requests for funding to the~~
38 ~~appropriate legislative committees if appropriations are necessary to~~
39 ~~implement provisions of the collective bargaining agreements; and~~

1 ~~(x) Approaches taken by other state legislatures that have~~
2 ~~authorized collective bargaining for legislative employees.~~

3 ~~(5) The report must include a summary of any statutory changes~~
4 ~~needed to address the considerations listed in subsection (4) of this~~
5 ~~section related to the collective bargaining process for legislative~~
6 ~~employees.)~~

7 NEW SECTION. **Sec. 4.** A new section is added to chapter 44.90
8 RCW to read as follows:

9 (1) As provided by this chapter, the commission or the court
10 shall determine all questions described by this chapter as under the
11 commission's authority. However, such authority may not result in an
12 order or rule that intrudes upon or interferes with the legislature's
13 core function of efficient and effective law making or the essential
14 operation of the legislature, including that an order or rule may
15 not:

16 (a) Modify any matter relating to the qualifications and
17 elections of members of the legislature, or the holding of office of
18 members of the legislature;

19 (b) Modify any matter relating to the legislature or each house
20 thereof choosing its officers, adopting rules for its proceedings,
21 selecting committees necessary for the conduct of business,
22 considering or enacting legislation, or otherwise exercising the
23 legislative power of this state;

24 (c) Modify any matter relating to legislative calendars,
25 schedules, and deadlines of the legislature; or

26 (d) Modify laws, rules, policies, or procedures regarding ethics
27 or conflicts of interest.

28 (2) No member of the legislature may be compelled by subpoena or
29 other means to attend a proceeding related to matters covered by this
30 chapter during a legislative session, committee assembly days, or for
31 15 days before commencement of each session.

32 **Sec. 5.** RCW 44.90.050 and 2022 c 283 s 5 are each amended to
33 read as follows:

34 (1) Except as may be specifically limited by this chapter,
35 legislative employees shall have the right to self-organization, to
36 form, join, or assist employee organizations, and to bargain
37 collectively through representatives of their own choosing for the
38 purpose of collective bargaining free from interference, restraint,

1 or coercion. Legislative employees shall also have the right to
2 refrain from any or all such activities.

3 (2) Except as may be specifically limited by this chapter, the
4 commission shall determine all questions pertaining to ascertaining
5 exclusive bargaining representatives for legislative employees and
6 collectively bargaining under this chapter. However, no employee
7 organization shall be recognized or certified as the exclusive
8 bargaining representative of a bargaining unit of employees of the
9 legislative branch unless it receives the votes of a majority of
10 employees in the petitioned for bargaining unit voting in a secret
11 election (~~by mail ballot~~) administered by the commission. The
12 commission's process must allow for an employee, group of employees,
13 employee organizations, employer, or their agents to have the right
14 to petition on any question concerning representation.

15 (3) (~~The employer and the exclusive bargaining representative of
16 a bargaining unit of legislative employees may not enter into a
17 collective bargaining agreement that requires the employer to deduct,
18 from the salary or wages of an employee, contributions for payments
19 for political action committees sponsored by employee organizations
20 with legislative employees as members.~~) The commission must adopt
21 rules that provide for at least the following:

22 (a) Secret balloting;

23 (b) Consulting with employee organizations;

24 (c) Access to lists of employees, job titles, work locations, and
25 home mailing addresses;

26 (d) Absentee voting;

27 (e) Procedures for the greatest possible participation in voting;

28 (f) Campaigning on the employer's property during working hours;

29 and

30 (g) Election observers.

31 (4) (a) If an employee organization has been certified as the
32 exclusive bargaining representative of the employees of multiple
33 bargaining units, the employee organization may act for and negotiate
34 a master collective bargaining agreement that includes within the
35 coverage of the agreement all covered employees in the bargaining
36 units.

37 (b) If a master collective bargaining agreement is in effect for
38 the newly certified exclusive bargaining representative, it applies
39 to the bargaining unit for which the new certification has been

1 issued. Nothing in this subsection (4)(b) requires the parties to
2 engage in new negotiations during the term of that agreement.

3 (5) The certified exclusive bargaining representative is
4 responsible for representing the interests of all the employees in
5 the bargaining unit. This section may not be construed to limit an
6 exclusive bargaining representative's right to exercise its
7 discretion to refuse to process grievances of employees that are
8 unmeritorious.

9 (6) No question concerning representation may be raised if:

10 (a) Fewer than 12 months have elapsed since the last
11 certification or election; or

12 (b) A valid collective bargaining agreement exists covering the
13 unit, except for that period of no more than 120 calendar days nor
14 less than 90 calendar days before the expiration of the contract.

15 NEW SECTION. Sec. 6. A new section is added to chapter 44.90
16 RCW to read as follows:

17 (1) The commission, after hearing upon reasonable notice to all
18 interested parties, shall decide, in each application for
19 certification as an exclusive bargaining representative, the unit
20 appropriate for certification. In determining the new units or
21 modifications of existing units, the commission must consider: The
22 duties, skills, and working conditions of the employees; the history
23 of collective bargaining; the extent of organization among the
24 employees; the desires of the employees; and the avoidance of
25 excessive fragmentation. However, a unit is not appropriate if it
26 includes:

27 (a) Both supervisors and nonsupervisory employees. A unit that
28 includes only supervisors may be considered appropriate if a majority
29 of the supervisory employees indicates by vote that they desire to be
30 included in such a unit;

31 (b) Both house of representatives and senate employees;

32 (c) Both partisan and nonpartisan employees;

33 (d) Employees of the majority party caucus and the minority party
34 caucus, unless a majority of the employees of each caucus indicate by
35 vote that they desire to be included together in the same unit; or

36 (e) Employees of the legislative service center, office of
37 legislative support services, and the office of the code reviser, in
38 any combination with each other or in any combination with employees
39 of the house of representatives or employees of the senate.

1 (2) If a single employee organization is the exclusive bargaining
2 representative for two or more units, upon petition by the employee
3 organization, the units may be consolidated into a single larger unit
4 if the commission considers the larger unit to be appropriate. If
5 consolidation is appropriate, the commission shall certify the
6 employee organization as the exclusive bargaining representative of
7 the new unit.

8 NEW SECTION. **Sec. 7.** A new section is added to chapter 44.90
9 RCW to read as follows:

10 (1) The parties to a collective bargaining agreement must reduce
11 the agreement to writing and both execute it.

12 (2) Except as provided in this chapter, a collective bargaining
13 agreement must contain provisions that provide for a grievance
14 procedure of all disputes arising over the interpretation or
15 application of the collective bargaining agreement and that is valid
16 and enforceable under its terms when entered into in accordance with
17 this chapter.

18 (3) RCW 41.56.037 applies to this chapter.

19 (4) (a) If a collective bargaining agreement between an employer
20 and an exclusive bargaining representative is concluded after the
21 termination date of the previous collective bargaining agreement
22 between the employer and an employee organization representing the
23 same bargaining units, the effective date of the collective
24 bargaining agreement may be the day after the termination of the
25 previous collective bargaining agreement, and all benefits included
26 in the new collective bargaining agreement, including wage or salary
27 increases, may accrue beginning with that effective date.

28 (b) If a collective bargaining agreement between an employer and
29 an exclusive bargaining representative is concluded after the
30 termination date of the previous collective bargaining agreement
31 between the employer and the exclusive bargaining representative
32 representing different bargaining units, the effective date of the
33 collective bargaining agreement may be the day after the termination
34 date of whichever previous collective bargaining agreement covering
35 one or more of the units terminated first, and all benefits included
36 in the new collective bargaining agreement, including wage or salary
37 increases, may accrue beginning with that effective date.

38 (5) The employer and the exclusive bargaining representative of a
39 bargaining unit of legislative employees may not enter into a

1 collective bargaining agreement that requires the employer to deduct,
2 from the salary or wages of an employee, contributions for payments
3 for political action committees sponsored by employee organizations
4 with legislative employees as members.

5 **Sec. 8.** RCW 44.90.060 and 2022 c 283 s 6 are each amended to
6 read as follows:

7 ~~((During a legislative session or committee assembly days,~~
8 ~~nothing))~~ Nothing contained in this chapter permits or grants to any
9 legislative employee the right to strike, participate in a work
10 stoppage, or refuse to perform their official duties.

11 **Sec. 9.** RCW 44.90.070 and 2022 c 283 s 7 are each amended to
12 read as follows:

13 (1) Collective bargaining negotiations under this chapter must
14 commence no later than July 1st of each even-numbered year after a
15 bargaining unit has been certified.

16 (2) The duration of any collective bargaining agreement shall not
17 exceed one fiscal biennium.

18 (3)(a) The director must submit ratified collective bargaining
19 agreements, with cost estimates, to the employer by October 1st
20 before the legislative session at which the request for funds is to
21 be considered. The transmission by the legislature to the governor
22 under RCW 43.88.090 must include a request for funds necessary to
23 implement the provisions of all collective bargaining agreements
24 covering legislative employees.

25 (b) If the legislature or governor fails to provide the funds for
26 a collective bargaining agreement for legislative employees, either
27 party may reopen all or part of the agreement or the exclusive
28 bargaining representative may seek to implement the procedures
29 provided for in section 10 of this act.

30 (4) Negotiation for economic terms will be by a coalition of all
31 exclusive bargaining representatives. Any such provisions agreed to
32 by the employer and the coalition must be included in all collective
33 bargaining agreements negotiated by the parties. The director and the
34 exclusive bargaining representative or representatives are authorized
35 to enter into supplemental bargaining of bargaining unit specific
36 issues for inclusion in the collective bargaining agreement, subject
37 to the parties' agreement regarding the issues and procedures for
38 supplemental bargaining. This subsection does not prohibit

1 cooperation and coordination of bargaining between two or more
2 exclusive bargaining representatives.

3 (5) If a significant revenue shortfall occurs resulting in
4 reduced appropriations, as declared by proclamation of the governor
5 or by resolution of the legislature, both parties must immediately
6 enter into collective bargaining for a mutually agreed upon
7 modification of the agreement.

8 NEW SECTION. Sec. 10. A new section is added to chapter 44.90
9 RCW to read as follows:

10 (1) Should the parties fail to reach agreement in negotiating a
11 collective bargaining agreement, either party may request of the
12 commission the assistance of an impartial third party to mediate the
13 negotiations. If a collective bargaining agreement previously
14 negotiated under this chapter expires while negotiations are
15 underway, the terms and conditions specified in the collective
16 bargaining agreement remain in effect for a period not to exceed one
17 year from the expiration date stated in the agreement. Thereafter,
18 the employer may unilaterally implement according to law.

19 (2) Nothing in this section may be construed to prohibit an
20 employer and an exclusive bargaining representative from agreeing to
21 substitute, at their own expense, their own procedure for resolving
22 impasses in collective bargaining for that provided in this section
23 or from agreeing to utilize for the purposes of this section any
24 other governmental or other agency or person in lieu of the
25 commission.

26 (3) The commission shall bear costs for mediator services.

27 **Sec. 11.** RCW 44.90.080 and 2022 c 283 s 8 are each amended to
28 read as follows:

29 (1) It is an unfair labor practice for an employer in the
30 legislative branch of state government:

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

33 (b) To dominate or interfere with the formation or administration
34 of any employee organization or contribute financial or other support
35 to it: PROVIDED, That subject to rules adopted by the commission, an
36 employer shall not be prohibited from permitting employees to confer
37 with it or its representatives or agents during working hours without
38 loss of time 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;

4 (d) To discharge or discriminate otherwise against an employee
5 because that employee has filed charges or given testimony under this
6 chapter;

7 (e) To refuse to bargain collectively with the exclusive
8 bargaining representatives of its employees.

9 (2) Notwithstanding any other law, the expression of any views,
10 arguments, or opinions, or the dissemination thereof in any form, by
11 a member of the legislature related to this chapter or matters within
12 the scope of representation, shall not constitute, or be evidence of,
13 an unfair labor practice unless the employer has authorized the
14 member to express that view, argument, or opinion on behalf of the
15 employer or as an employer.

16 (3) It is an unfair labor practice for an employee organization:

17 (a) To restrain or coerce an employee in the exercise of the
18 rights guaranteed by this chapter: PROVIDED, That this subsection
19 shall not impair the right of an employee organization to prescribe
20 its own rules with respect to the acquisition or retention of
21 membership in the employee organization or to an employer in the
22 selection of its representatives for the purpose of bargaining or the
23 adjustment of grievances;

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

27 (c) To discriminate against an employee because that employee has
28 filed charges or given testimony under this chapter;

29 (d) To refuse to bargain collectively with an employer.

30 (~~(3)~~) (4) The expressing of any views, arguments, or opinion,
31 or the dissemination thereof to the public, whether in written,
32 printed, graphic, or visual form, shall not constitute or be evidence
33 of an unfair labor practice under this chapter, if such expression
34 contains no threat of reprisal or force or promise of benefit.

35 NEW SECTION. Sec. 12. A new section is added to chapter 44.90
36 RCW to read as follows:

37 (1) The commission is empowered and directed to prevent any
38 unfair labor practice and to issue appropriate remedial orders.
39 However, a complaint may not be processed for any unfair labor

1 practice occurring more than six months before the filing of the
2 complaint with the commission or in Thurston county superior court.
3 This power may not be affected or impaired by any means of
4 adjustment, mediation, or conciliation in labor disputes that have
5 been or may hereafter be established by law.

6 (2) Except as may be specifically limited by this chapter, if the
7 commission or court determines that any person has engaged in or is
8 engaging in an unfair labor practice, the commission or court shall
9 issue and cause to be served upon the person an order requiring the
10 person to cease and desist from such unfair labor practice, and to
11 take such affirmative action as will effectuate the purposes and
12 policy of this chapter, such as the payment of damages.

13 (3) The commission may petition the Thurston county superior
14 court for the enforcement of its order and for appropriate temporary
15 relief.

16 **Sec. 13.** RCW 44.90.090 and 2022 c 283 s 9 are each amended to
17 read as follows:

18 (1) Except as otherwise provided in this chapter, the matters
19 subject to bargaining include wages, hours, terms and conditions of
20 employment, and the negotiation of any question arising under a
21 collective bargaining agreement.

22 (2) The employer shall not bargain over rights of management
23 which, in addition to all powers, duties, and rights established by
24 constitutional provision or statute, shall include, but not be
25 limited to, the following:

26 (a) Any item listed in section 4(1) of this act;

27 (b) The functions and programs of the employer, the use of
28 technology, and the structure of the organization, including the size
29 and composition of standing committees;

30 ~~((b))~~ (c) The employer's budget and the size of the employer's
31 workforce, including determining the financial basis for layoffs;

32 ~~((e))~~ (d) The right to direct and supervise employees;

33 ~~((d))~~ (e) The hours of work during legislative session and the
34 cutoff calendar for a legislative session. This subsection (2)(e)
35 does not prohibit bargaining over hours of work during interim and
36 bargaining over compensation for hours of work in excess of a 40-hour
37 workweek, except that bargaining for hours of work during interim and
38 compensation for hours worked in excess of a 40-hour workweek may
39 only occur for agreements that take effect after July 1, 2027; ~~(and~~

1 ~~(e))~~ (f) The employer's authority to: (i) Lay off employees when
2 there has been a change to the number of members in, or the makeup
3 of, a caucus due to an election or appointment that necessitates a
4 change in the number of staff; (ii) lay off an employee following an
5 election, appointment, or resignation of a legislator; and (iii)
6 terminate an employee for engaging in partisan activities that are
7 incompatible with the employee's job duties or position;

8 (g) Health care benefits and other employee insurance benefits.
9 The amount paid by a legislative employee for health care premiums
10 must be the same as that paid by a represented state employee covered
11 by RCW 41.80.020(3);

12 (h) The right to take whatever actions are deemed necessary to
13 carry out the mission of the legislature and its agencies during
14 emergencies; and

15 (i) Retirement plans and retirement benefits.

16 ~~((2))~~ (3) Except for an applicable code of conduct policy
17 adopted by a chamber of the legislature or a legislative agency, if a
18 conflict exists between policies adopted by the legislature relating
19 to wages, hours, and terms and conditions of employment and a
20 provision of a collective bargaining agreement negotiated under this
21 chapter, the collective bargaining agreement shall prevail. A
22 provision of a collective bargaining agreement that conflicts with a
23 statute or an applicable term of a code of conduct policy adopted by
24 a chamber of the legislature or a legislative agency is invalid and
25 unenforceable.

26 NEW SECTION. Sec. 14. A new section is added to chapter 44.90
27 RCW to read as follows:

28 (1) Upon authorization of an employee within the bargaining unit
29 and after the certification or recognition of the bargaining unit's
30 exclusive bargaining representative, the employer must deduct from
31 the payments to the employee the monthly amount of dues as certified
32 by the secretary of the exclusive bargaining representative and must
33 transmit the same to the treasurer of the exclusive bargaining
34 representative.

35 (2) (a) An employee's written, electronic, or recorded voice
36 authorization to have the employer deduct membership dues from the
37 employee's salary must be made by the employee to the exclusive
38 bargaining representative. If the employer receives a request for
39 authorization of deductions, the employer must, as soon as

1 practicable, forward the request to the exclusive bargaining
2 representative.

3 (b) Upon receiving notice of the employee's authorization, the
4 employer must deduct from the employee's salary membership dues and
5 remit the amounts to the exclusive bargaining representative.

6 (c) The employee's authorization remains in effect until
7 expressly revoked by the employee in accordance with the terms and
8 conditions of the authorization.

9 (d) An employee's request to revoke authorization for payroll
10 deductions must be in writing and submitted by the employee to the
11 exclusive bargaining representative in accordance with the terms and
12 conditions of the authorization.

13 (e) After the employer receives confirmation from the exclusive
14 bargaining representative that the employee has revoked authorization
15 for deductions, the employer must end the deduction no later than the
16 second payroll after receipt of the confirmation.

17 (f) The employer must rely on information provided by the
18 exclusive bargaining representative regarding the authorization and
19 revocation of deductions.

20 NEW SECTION. **Sec. 15.** A new section is added to chapter 44.90
21 RCW to read as follows:

22 (1) If the parties to a collective bargaining agreement
23 negotiated under this chapter agree to final and binding arbitration
24 under grievance procedures allowed by section 7 of this act, the
25 parties may agree on one or more permanent umpires to serve as
26 arbitrator, or may agree on any impartial person to serve as
27 arbitrator, or may agree to select arbitrators from any source
28 available to them, including federal and private agencies, in
29 addition to the staff and list of arbitrators maintained by the
30 commission. If the parties cannot agree to the selection of an
31 arbitrator, the commission must supply a list of names in accordance
32 with the procedures established by the commission.

33 (2) The authority of an arbitrator shall be subject to the limits
34 and restrictions specified under section 4 of this act.

35 (3) Except as limited by this chapter, an arbitrator may require
36 any person to attend as a witness and to bring with them any book,
37 record, document, or other evidence. The fees for such attendance
38 must be paid by the party requesting issuance of the subpoena and
39 must be the same as the fees of witnesses in the superior court.

1 Arbitrators may administer oaths. Subpoenas must issue and be signed
2 by the arbitrator and must be served in the same manner as subpoenas
3 to testify before a court of record in this state. If any person so
4 summoned to testify refuses or neglects to obey such subpoena, upon
5 petition authorized by the arbitrator, the superior court may compel
6 the attendance of the person before the arbitrator or punish the
7 person for contempt in the same manner provided for the attendance of
8 witnesses or the punishment of them in the courts of this state.

9 (4) Except as limited by this chapter, the arbitrator shall
10 appoint a time and place for the hearing and notify the parties
11 thereof, and may adjourn the hearing from time to time as may be
12 necessary, and, on application of either party and for good cause,
13 may postpone the hearing to a time not extending beyond the date
14 fixed by the collective bargaining agreement for making the award.
15 The arbitration award must be in writing and signed by the
16 arbitrator. The arbitrator must, promptly upon its rendition, serve a
17 true copy of the award on each of the parties or their attorneys of
18 record.

19 (5) If a party to a collective bargaining agreement negotiated
20 under this chapter that includes final and binding arbitration
21 refuses to submit a grievance for arbitration, the other party to the
22 collective bargaining agreement may invoke the jurisdiction of the
23 superior court of Thurston county and the court shall have
24 jurisdiction to issue an order compelling arbitration. Disputes
25 concerning compliance with grievance procedures shall be reserved for
26 determination by the arbitrator. Arbitration shall be ordered if the
27 grievance states a claim that on its face is covered by the
28 collective bargaining agreement. Doubts as to the coverage of the
29 arbitration clause shall be resolved in favor of arbitration.

30 (6) If a party to a collective bargaining agreement negotiated
31 under this chapter that includes final and binding arbitration
32 refuses to comply with the award of an arbitrator determining a
33 grievance arising under the collective bargaining agreement, the
34 other party to the collective bargaining agreement may invoke the
35 jurisdiction of the superior court of Thurston county and the court
36 shall have jurisdiction to issue an order enforcing the arbitration
37 award.

38 **Sec. 16.** RCW 41.58.010 and 2012 c 117 s 89 are each amended to
39 read as follows:

1 (1) There is hereby created the public employment relations
2 commission (hereafter called the "commission") to administer the
3 provisions of this chapter. ((The)) Notwithstanding section 17 of
4 this act, the commission shall consist of three members who shall be
5 citizens appointed by the governor by and with the advice and consent
6 of the senate. One of the original members shall be appointed for a
7 term of three years, one for a term of four years, and one for a term
8 of five years. Their successors shall be appointed for terms of five
9 years each, except that any person chosen to fill a vacancy shall be
10 appointed only for the unexpired term of the member whom he or she
11 succeeds. Commission members shall be eligible for reappointment. The
12 governor shall designate one member to serve as chair of the
13 commission. Any member of the commission may be removed by the
14 governor, upon notice and hearing, for neglect of duty or malfeasance
15 in office, but for no other cause. Commission members shall not be
16 eligible for state retirement under chapter 41.40 RCW by virtue of
17 their service on the commission.

18 (2) In making citizen member appointments initially, and
19 subsequently thereafter, the governor shall be cognizant of the
20 desirability of appointing persons knowledgeable in the area of labor
21 relations in the state.

22 (3) A vacancy in the commission shall not impair the right of the
23 remaining members to exercise all of the powers of the commission,
24 and two members of the commission shall, at all times, constitute a
25 quorum of the commission.

26 (4) The commission shall at the close of each fiscal year make a
27 report in writing to the legislature and to the governor stating the
28 cases it has heard, the decisions it has rendered, the names,
29 salaries, and duties of all employees and officers in the employ or
30 under the supervision of the commission, and an account of all moneys
31 it has disbursed.

32 NEW SECTION. **Sec. 17.** A new section is added to chapter 41.58
33 RCW to read as follows:

34 (1)(a) There is established a legislative commission (hereafter
35 called "the legislative commission") exclusively for the purpose of
36 certification of bargaining representatives, adjusting and settling
37 complaints, grievances, and disputes arising out of employer-employee
38 relations, and otherwise carrying out the duties required of the
39 commission under chapter 44.90 RCW.

1 (b) The legislative commission shall consist of three members who
2 shall be appointed as follows:

3 (i) One member shall be appointed by the speaker of the house of
4 representatives;

5 (ii) One member shall be appointed by the president of the
6 senate;

7 (iii) By mutual consent, the two appointed members shall appoint
8 the third member who shall be the chair of the legislative
9 commission.

10 (c) All appointments must be made by September 30, 2024. The
11 members of the legislative commission, and any person appointed to
12 fill a vacancy, are appointed for the entire term until the
13 legislative commission expires under subsection (9) of this section.

14 (d) Until all the members of the legislative commission are
15 appointed, the duties required of the legislative commission under
16 chapter 44.90 RCW shall be carried out by the commission created
17 under RCW 41.58.010(1).

18 (2) The commission may delegate to the executive director
19 authority with respect to, but not limited to, representation
20 proceedings, unfair labor practice proceedings, mediation, and, if
21 applicable, arbitration of disputes concerning the interpretation or
22 application of a collective bargaining agreement. Such delegation
23 shall not eliminate a party's right of appeal to the legislative
24 commission.

25 (3) Unless specifically provided, the legislative commission
26 shall not be considered part of the commission created under RCW
27 41.58.010(1). The powers and duties granted in this chapter to the
28 commission created under RCW 41.58.010(1) do not apply to the
29 legislative commission, unless specifically provided.

30 (4) A member of the legislative commission may be removed by the
31 speaker of the house of representatives and the president of the
32 senate acting jointly, upon notice and hearing, for neglect of duty
33 or malfeasance in office, but for no other cause.

34 (5) In making their appointments, the speaker of the house of
35 representatives and the president of the senate shall be cognizant of
36 the desirability of appointing a person who is knowledgeable in the
37 area of labor relations and of the legislature.

38 (6) Members of the legislative commission are not eligible for
39 state retirement under chapter 41.40 RCW by virtue of the member's
40 service as a commissioner.

1 (7) The compensation and travel reimbursement provision under RCW
2 41.58.015(1) shall apply to members of the legislative commission.

3 (8) The legislative commission shall at the close of each fiscal
4 year make a report in writing to the legislature stating the cases it
5 has heard and decisions it has rendered.

6 (9) (a) The legislative commission expires December 31, 2029.

7 (b) After December 31, 2029, the duties required of the
8 legislative commission under chapter 44.90 RCW shall be carried out
9 by the commission created under RCW 41.58.010(1).

10 **Sec. 18.** RCW 41.58.015 and 1984 c 287 s 71 are each amended to
11 read as follows:

12 (1) Each member of the commission shall be compensated in
13 accordance with RCW 43.03.250. Members of the commission shall also
14 be reimbursed for travel expenses incurred in the discharge of their
15 official duties on the same basis as is provided in RCW 43.03.050 and
16 43.03.060.

17 (2) The commission shall appoint an executive director whose
18 annual salary shall be determined under the provisions of RCW
19 43.03.028. The executive director shall perform such duties and have
20 such powers as the commission shall prescribe in order to implement
21 and enforce the provisions of this chapter. In addition to the
22 performance of administrative duties, the commission may delegate to
23 the executive director authority with respect to, but not limited to,
24 representation proceedings, unfair labor practice proceedings,
25 mediation of labor disputes, arbitration of disputes concerning the
26 interpretation or application of a collective bargaining agreement,
27 and, in certain cases, fact-finding or arbitration of disputes
28 concerning the terms of a collective bargaining agreement. Such
29 delegation shall not eliminate a party's right of appeal to the
30 commission. The executive director, with such assistance as may be
31 provided by the attorney general and such additional legal assistance
32 consistent with chapter 43.10 RCW, shall have authority on behalf of
33 the commission, when necessary to carry out or enforce any action or
34 decision of the commission, to petition any court of competent
35 jurisdiction for an order requiring compliance with the action or
36 decision.

37 (3) (a) The commission shall employ such employees as it may from
38 time to time find necessary for the proper performance of its duties,
39 consistent with the provisions of this chapter.

1 (b) The employees of the commission shall also provide staff
2 support to the legislative commission in carrying out the legislative
3 commission's duties under chapter 44.90 RCW until the legislative
4 commission expires on December 31, 2029, under section 17 of this
5 act.

6 (4) The payment of all of the expenses of the commission,
7 including travel expenses incurred by the members or employees of the
8 commission under its orders, shall be subject to the provisions of
9 RCW 43.03.050 and 43.03.060.

10 NEW SECTION. Sec. 19. A new section is added to chapter 44.90
11 RCW to read as follows:

12 (1) The following activities conducted by or on behalf of
13 legislative employees related to collective bargaining under this
14 chapter are exempt from the restrictions contained in RCW 42.52.020
15 and 42.52.160:

16 (a) Using paid time and public resources by an employee to
17 negotiate or administer a collective bargaining agreement when the
18 employee is assigned to negotiate or administer the collective
19 bargaining agreement and the use of paid time and public resources
20 does not include state-purchased supplies or equipment, does not
21 interfere with or distract from the conduct of state business, and is
22 consistent with the employer's policy on the use of paid time;

23 (b) Lobbying conducted by an employee organization, lobbyist,
24 association, or third party on behalf of legislative employees
25 concerning legislation that directly impacts legislative workplace
26 conditions;

27 (c) Communication with a prospective employee organization during
28 nonwork hours and without the use of public resources; or

29 (d) Conducting the day-to-day work of organizing and representing
30 legislative employees in the workplace while serving in a legislative
31 employee organization leadership position.

32 (2)(a) Nothing in this section affects the application of the
33 prohibition against the use of special privileges under RCW
34 42.52.070, confidentiality requirements under RCW 42.52.050, or other
35 applicable provisions of chapter 42.52 RCW to legislative employees.

36 (b) Nothing in this section permits any direct lobbying by a
37 legislative employee.

38 (3) As used in this section, "lobby" and "lobbyist" have the
39 meanings provided in RCW 42.17A.005.

1 **Sec. 20.** RCW 42.52.020 and 1996 c 213 s 2 are each amended to
2 read as follows:

3 (1) No state officer or state employee may have an interest,
4 financial or otherwise, direct or indirect, or engage in a business
5 or transaction or professional activity, or incur an obligation of
6 any nature, that is in conflict with the proper discharge of the
7 state officer's or state employee's official duties.

8 (2) This section does not apply to activities conducted by
9 legislative employees authorized under section 19 of this act.

10 **Sec. 21.** RCW 42.52.160 and 2023 c 91 s 3 are each amended to
11 read as follows:

12 (1) No state officer or state employee may employ or use any
13 person, money, or property under the officer's or employee's official
14 control or direction, or in his or her official custody, for the
15 private benefit or gain of the officer, employee, or another.

16 (2) This section does not prohibit the use of public resources to
17 benefit others as part of a state officer's or state employee's
18 official duties. It is not a violation of this section for a
19 legislator or an appropriate legislative staff designee to engage in
20 activities listed under RCW 42.52.070(2) or 42.52.822.

21 (3) This section does not prohibit de minimis use of state
22 facilities to provide employees with information about (a) medical,
23 surgical, and hospital care; (b) life insurance or accident and
24 health disability insurance; or (c) individual retirement accounts,
25 by any person, firm, or corporation administering such program as
26 part of authorized payroll deductions pursuant to RCW 41.04.020.

27 (4) The appropriate ethics boards may adopt rules providing
28 exceptions to this section for occasional use of the state officer or
29 state employee, of de minimis cost and value, if the activity does
30 not result in interference with the proper performance of public
31 duties.

32 (5) This section does not apply to activities conducted by
33 legislative employees authorized under section 19 of this act.

34 NEW SECTION. **Sec. 22.** This act is necessary for the immediate
35 preservation of the public peace, health, or safety, or support of
36 the state government and its existing public institutions, and takes
37 effect May 1, 2024."

EFFECT: •Allows bargaining over at-will status, but not over the employer's authority to: (1) Lay off employees under certain circumstances related to changes due to elections, appointments, or resignations of legislators; and (2) terminate an employee for engaging in partisan activities incompatible with the employee's job duties.

- Permits bargaining over hours of work during interim and compensation for hours worked over 40 hours in a workweek, for agreements taking effect after July 1, 2027.

- Removes the provision prohibiting bargaining over exempt status under civil service laws and the federal Fair Labor Standards Act.

- Prohibits bargaining units consisting of: (1) Partisan and nonpartisan staff; (2) LSC, LSS, and CRO staff in combination with each other or with House or Senate staff; (3) the majority and minority caucus staff unless a majority of each caucus vote is to be in a combined unit.

- Provides that the employer has sole and exclusive authority to designate confidential employees, supervisors, and employees with managerial authority, except that the designated number may not exceed 20 percent of the total employee positions.

- Amends the provision exempting the use of paid time and public resources for negotiating and administering a CBA from certain provisions of the Ethics Act to specify that such activities are exempt when the employee is assigned to negotiate or administer the CBA and the use does not include state-purchased supplies or equipment, does not interfere with state business, and is consistent with the employer's policy on use of paid time.

- Creates a temporary three-member legislative commission within the PERC, and expires the legislative commission on December 31, 2029.

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