

1 **SHB 2054 - H AMDS 000212 ADOPTED 03-15-93**

2 By Representatives Heavey, Orr, Wolfe, Eide, Johanson

3 On page 56, beginning on line 23, strike all of section 305
4 and renumber the remaining sections consecutively and correct any
5 internal references accordingly.

6 On page 57, line 15, after "(a)" strike all material through
7 "action" on line 27 and insert the following:

8 "Merit system principles related to recruitment, examinations,
9 certification, and appointments of employees; classification,
10 including reclassification, of positions; position qualification
11 standards; and the career executive program, the Washington
12 management services program, veteran's preferences, and equal
13 opportunity and affirmative action plans"

14 On page 57, line 34, after "(e)" strike the remainder of
15 subsection (e) and insert "Inherent managerial policy, which shall
16 include such areas of discretion or policy as the functions,
17 programs, business hours, and organizational structure of the
18 employer, the employer's overall budget, the decision to use
19 technology, and the selection and direction of employees;"

20 On page 58, line 10, after "plans;" strike "and"

21 On page 58, line 14, after "employment" insert the following:

22 "; and

23 (c) Identify management rights"

24 On page 60, line 38, after "conflict with" strike "sections
25 305 and" and insert "section"

EFFECT: The management rights section of the state employees' collective bargaining chapter is deleted. The list of prohibited subjects of bargaining is amended to delete probationary and training issues. The parties are not permitted to bargain inherent managerial policy, which includes the agency's functions, programs, business hours, organizational structure, overall budget, use of technology, and selection and direction of employees. The parties are required to identify management rights in their collective bargaining agreement.