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**Commerce & Labor Committee**

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**HB 1399**

**Brief Description:** Changing collective bargaining eligibility requirements for certain employees of higher education institutions and related boards.

**Sponsors:** Representatives Conway, Green, Kenney, Sells, Wood, Williams, Hasegawa, McCoy, Morrell, Moeller, Chase, Wallace, P. Sullivan, Haler, Strow, Fromhold, Walsh, Hankins, Grant, Appleton, Ormsby, Miloscia and Simpson.

**Brief Summary of Bill**

- Modifies which employees of institutions of higher education are exempt from state employee collective bargaining.

**Hearing Date:** 2/6/07

**Staff:** Jill Reinmuth (786-7134).

**Background:**

Under the Personnel System Reform Act, employees of institutions of higher education who are covered for purposes of civil service are also covered for purposes of state employee collective bargaining.

Employees who are exempt from civil service, and therefore, from state employee collective bargaining, are:

- Members of the governing board, presidents, vice-presidents, and their confidential secretaries, administrative, and personal assistants;
- Deans, directors, and chairs;
- Executive heads of major divisions and their principal assistants; and
- Certain other managerial or professional employees.

Employees who are exempt from civil service, but covered for purposes of collective bargaining under laws other than the Personnel System Reform Act, are:

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*This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.*

- Academic personnel;
- Certain employees of community college districts; and
- Printing craft employees in the University of Washington's Department of Printing.

Classifications that may be made exempt from civil service by an institution's governing board, and therefore, from state employee collective bargaining, are those involving:

- Research activities;
- Counseling of students;
- Extension or continuing education activities; and
- Graphic arts or publications activities.

Other employees who are exempt from state employee collective bargaining are:

- Employees covered under the Public Employees' Collective Bargaining Act;
- Confidential employees;
- Washington Management Service members; and
- Internal auditors.

**Summary of Bill:**

Under the Personnel System Reform Act, employees of institutions of higher education who are exempt from state employee collective bargaining are listed. There are no references to employees who are covered by or exempt from civil service.

Employees who are exempt from state employee collective bargaining are:

- Confidential employees;
- Members of the governing board, presidents, and vice-presidents;
- Deans, directors, and chairs; and
- Executive heads of major divisions.

Employees who are exempt from state employee collective bargaining under the Personnel System Reform Act, but covered for purposes of collective bargaining under other laws, are:

- Printing craft employees in the University of Washington's Department of Printing and other employees covered under the Public Employees' Collective Bargaining Act;
- Certain faculty at public four-year institutions of higher education; and
- Certain employees of community college districts.

**Rules Authority:** The bill does not address the rule-making powers of an agency.

**Appropriation:** None.

**Fiscal Note:** Requested on January 31, 2007.

**Effective Date:** The bill takes effect 90 days after adjournment of session in which bill is passed.