
Labor Committee

HB 1863

Brief Description: Modifying collective bargaining law related to providing additional compensation for academic employees at community and technical colleges.

Sponsors: Representatives Reykdal, Muri, Bergquist, S. Hunt, Fey, Gregory, Haler, Sells, Pollet, Tarleton, Springer, Moscoso, Wylie, Stanford, Ryu, Appleton, Walkinshaw, Fitzgibbon and Goodman.

Brief Summary of Bill

- Requires Community and Technical College Boards of Trustees to award full-time and part-time academic employees step increases based on collective bargaining, and permits step increases to exceed compensation provided by the Legislature.

Hearing Date: 2/10/15

Staff: Trudes Tango (786-7384).

Background:

Several collective bargaining laws apply to public institutions of higher education. For faculty at four-year institutions and certain student employees at the University of Washington and Washington State University, a collective bargaining agreement may not include compensation that exceeds the amount or percentage established by the Legislature in the appropriations act. However, the employer may provide additional compensation to faculty and certain student employees that exceeds that provided by the Legislature.

For academic employees at community and technical colleges, a contract may not include salary increases that exceed the amount or percentage established by the Legislature in the appropriations act and allocated by the State Board for Community and Technical Colleges. Any provisions pertaining to salary increases in a contract are not binding upon future actions of the Legislature. There is no provision for the employer to provide additional compensation. Other laws provide that boards of trustees of community and technical colleges (college boards) are

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authorized to fix the salaries of faculty members and other administrative officers and employees.

Summary of Bill:

College boards must award full-time and part-time academic employees step increases based on local agreements collectively bargained. Step increases may exceed any compensation provided to academic employees by the Legislature. However, total amounts provided to academic employees may not exceed 1.2 percent of the full-time and part-time faculty salary base for each college. Nothing prohibits the Legislature from allocating funding for step increases, which may be used in combination with turnover savings to award step increases.

"Step increase" means an incremental increase in salary based on a salary schedule. It may be based on time, specific requirements, or a combination of time and requirements.

Appropriation: None.

Fiscal Note: Requested on February 9, 2015.

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