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SENATE BILL 5235

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State of Washington

64th Legislature

2015 Regular Session

By Senators Sheldon, Rivers, and Angel

Read first time 01/16/15. Referred to Committee on Government Operations & Security.

1 AN ACT Relating to requiring a state resident preference for all  
2 newly hired state classified employees and lower level Washington  
3 management service employees; adding new sections to chapter 41.06  
4 RCW; and creating new sections.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 NEW SECTION. **Sec. 1.** The legislature finds that:

7 (1) Unemployment and underemployment among state residents is  
8 unacceptably high;

9 (2) Recruitment and advertisement normally attract an abundance  
10 of qualified applicants who are state residents;

11 (3) State jobs are funded by taxpayer money;

12 (4) Washington state has an excellent system of universities,  
13 colleges, community colleges, and technical schools;

14 (5) Immigration to the state of Washington is environmentally  
15 damaging because the state is already overpopulated, creating  
16 dangerous levels of water pollution, especially in Puget Sound, and  
17 will further stress an increasingly dysfunctional transportation  
18 system;

19 (6) The current hiring system does not have any type of state  
20 resident preference; and

1 (7) The state of Washington has the opportunity to be a model  
2 employer in terms of using and developing local people to fill most  
3 job openings.

4 NEW SECTION. **Sec. 2.** A new section is added to chapter 41.06  
5 RCW to read as follows:

6 (1) Beginning January 31, 2016, and each December 31st  
7 thereafter, state agencies employing one hundred or more people must  
8 submit a report to the human resources director within the office of  
9 financial management, with copies to the superintendent of public  
10 instruction and state university and college administrators.

11 (2) The report must include the following information:

12 (a) The number of employees hired during the previous calendar  
13 year;

14 (b) The number of employees hired from outside Washington state;

15 (c) A list of reasons why the jobs could not be filled by a  
16 resident of Washington state;

17 (d) The number of planned hires for the current year; and

18 (e) Opportunities for internships for job types with a history of  
19 being filled by out-of-state residents.

20 NEW SECTION. **Sec. 3.** A new section is added to chapter 41.06  
21 RCW to read as follows:

22 (1) Recruitment may proceed as done before the effective date of  
23 this section by the human resources director within the office of  
24 financial management and individual state agencies.

25 (2) When recruitment is complete, job applications must be  
26 divided into two groups: State residents and nonstate residents.

27 (3) Review activities shall occur only for the state resident  
28 applicants.

29 (4) If fewer than three state applicants meet the minimum  
30 requirements or have an unsatisfactory work record or a significant  
31 recent criminal record, the agency may add nonstate residents to the  
32 pool of employees to be considered.

33 NEW SECTION. **Sec. 4.** This act may be known and cited as the  
34 state employment resident hiring preference act.

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