

SSB 6296 - S AMD 390

By Senator Baumgartner

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

3 "Sec. 1. RCW 28B.52.045 and 1987 c 314 s 8 are each amended to
4 read as follows:

5 (1) (~~Upon filing with the employer the voluntary written~~
6 ~~authorization of a bargaining unit employee under this chapter, the~~
7 ~~employee organization which is the exclusive bargaining~~
8 ~~representative of the bargaining unit shall have the right to have~~
9 ~~deducted from the salary of the bargaining unit employee the periodic~~
10 ~~dues and initiation fees uniformly required as a condition of~~
11 ~~acquiring or retaining membership in the exclusive bargaining~~
12 ~~representative. Such employee authorization shall not be irrevocable~~
13 ~~for a period of more than one year. Such dues and fees shall be~~
14 ~~deducted from the pay of all employees who have given authorization~~
15 ~~for such deduction, and shall be transmitted by the employer to the~~
16 ~~employee organization or to the depository designated by the employee~~
17 ~~organization.~~

18 ~~(2)) (a) A collective bargaining agreement may include union~~
19 ~~security provisions, but not a closed shop. ((If an agency shop or~~
20 ~~other union security provision is agreed to, the employer shall~~
21 ~~enforce any such provision by deductions from the salary of~~
22 ~~bargaining unit employees affected thereby and shall transmit such~~
23 ~~funds to the employee organization or to the depository designated by~~
24 ~~the employee organization.~~

25 ~~(3)) (b) Upon written authorization of an employee within the~~
26 ~~bargaining unit and after the certification or recognition of the~~
27 ~~bargaining unit's exclusive bargaining representative, the employer~~
28 ~~must deduct from the payments to the employee the monthly amount of~~
29 ~~dues as certified by the secretary of the exclusive bargaining~~
30 ~~representative and must transmit the same to the treasurer of the~~
31 ~~exclusive bargaining representative.~~

1 (c) If the employer and the exclusive bargaining representative
2 of a bargaining unit enter into a collective bargaining agreement
3 that:

4 (i) Includes a union security provision authorized under (a) of
5 this subsection, the employer must enforce the agreement by deducting
6 from the payments to bargaining unit members the dues required for
7 membership in the exclusive bargaining representative, or, for
8 nonmembers thereof, a fee equivalent to the dues; or

9 (ii) Includes requirements for deductions of payments other than
10 the deduction under (c)(i) of this subsection, the employer must make
11 such deductions upon written authorization of the employee.

12 (d) The amount of an agency shop fee required by a union security
13 provision agreed to under this section must be equivalent to or less
14 than a pro rata share of estimated expenditures for purposes germane
15 to the collective bargaining process, to contract administration, or
16 to pursuing matters affecting wages, hours, and other conditions.

17 (2) An employee who is covered by a union security provision and
18 who asserts a right of nonassociation based on bona fide religious
19 tenets or teachings of a church or religious body of which such
20 employee is a member shall pay to a nonreligious charity or other
21 charitable organization an amount of money equivalent to the periodic
22 dues and initiation fees uniformly required as a condition of
23 acquiring or retaining membership in the exclusive bargaining
24 representative. The charity shall be agreed upon by the employee and
25 the employee organization to which such employee would otherwise pay
26 the dues and fees. The employee shall furnish written proof that such
27 payments have been made. If the employee and the employee
28 organization do not reach agreement on such matter, the commission
29 shall designate the charitable organization.

30 **Sec. 2.** RCW 41.56.110 and 1973 c 59 s 1 are each amended to read
31 as follows:

32 (1) Upon the written authorization of (~~any public~~) an employee
33 within the bargaining unit and after the certification or recognition
34 of (~~such~~) the bargaining unit's exclusive bargaining
35 representative, the (~~public~~) employer shall deduct from the (~~pay~~
36 ~~of such public~~) payments to the employee the monthly amount of dues
37 as certified by the secretary of the exclusive bargaining
38 representative and shall transmit the same to the treasurer of the
39 exclusive bargaining representative.

1 (2)(a) If the employer and the exclusive bargaining
2 representative of a bargaining unit enter into a collective
3 bargaining agreement that:

4 (i) Includes a union security provision authorized under RCW
5 41.56.122, the employer must enforce the agreement by deducting from
6 the payments to bargaining unit members the dues required for
7 membership in the exclusive bargaining representative, or, for
8 nonmembers thereof, a fee equivalent to the dues; or

9 (ii) Includes requirements for deductions of payments other than
10 the deduction under (a)(i) of this subsection, the employer must make
11 such deductions upon written authorization of the employee.

12 (b) The amount of an agency shop fee required by a union security
13 provision agreed to under this section must be equivalent to or less
14 than a pro rata share of estimated expenditures for purposes germane
15 to the collective bargaining process, to contract administration, or
16 to pursuing matters affecting wages, hours, and other conditions.

17 **Sec. 3.** RCW 41.59.060 and 1975 1st ex.s. c 288 s 7 are each
18 amended to read as follows:

19 (1) Employees shall have the right to self-organization, to form,
20 join, or assist employee organizations, to bargain collectively
21 through representatives of their own choosing, and shall also have
22 the right to refrain from any or all of such activities except to the
23 extent that employees may be required to pay a fee to any employee
24 organization under an agency shop agreement authorized in this
25 chapter.

26 (2) ~~((The exclusive bargaining representative shall have the~~
27 ~~right to have deducted from the salary of employees, upon receipt of~~
28 ~~an appropriate authorization form which shall not be irrevocable for~~
29 ~~a period of more than one year, an amount equal to the fees and dues~~
30 ~~required for membership. Such fees and dues shall be deducted monthly~~
31 ~~from the pay of all appropriate employees by the employer and~~
32 ~~transmitted as provided for by agreement between the employer and the~~
33 ~~exclusive bargaining representative, unless an automatic payroll~~
34 ~~deduction service is established pursuant to law, at which time such~~
35 ~~fees and dues shall be transmitted as therein provided. If an agency~~
36 ~~shop provision is agreed to and becomes effective pursuant to RCW~~
37 ~~41.59.100, except as provided in that section, the agency fee equal~~
38 ~~to the fees and dues required of membership in the exclusive~~
39 ~~bargaining representative shall be deducted from the salary of~~

1 ~~employees in the bargaining unit.))~~ (a) Upon written authorization of
2 an employee within the bargaining unit and after the certification or
3 recognition of the bargaining unit's exclusive bargaining
4 representative, the employer must deduct from the payments to the
5 employee the monthly amount of dues as certified by the secretary of
6 the exclusive bargaining representative and must transmit the same to
7 the treasurer of the exclusive bargaining representative.

8 (b) If the employer and the exclusive bargaining representative
9 of a bargaining unit enter into a collective bargaining agreement
10 that:

11 (i) Includes a union security provision authorized under RCW
12 41.59.100, the employer must enforce the agreement by deducting from
13 the payments to bargaining unit members the dues required for
14 membership in the exclusive bargaining representative, or, for
15 nonmembers thereof, a fee equivalent to the dues; or

16 (ii) Includes requirements for deductions of payments other than
17 the deduction under (b)(i) of this subsection, the employer must make
18 such deductions upon written authorization of the employee.

19 (c) The amount of an agency shop fee required by a union security
20 provision agreed to under this section must be equivalent to or less
21 than a pro rata share of estimated expenditures for purposes germane
22 to the collective bargaining process, to contract administration, or
23 to pursuing matters affecting wages, hours, and other conditions.

24 **Sec. 4.** RCW 41.76.045 and 2002 c 356 s 12 are each amended to
25 read as follows:

26 ~~(1) ((Upon filing with the employer the voluntary written~~
27 ~~authorization of a bargaining unit faculty member under this chapter,~~
28 ~~the employee organization which is the exclusive bargaining~~
29 ~~representative of the bargaining unit shall have the right to have~~
30 ~~deducted from the salary of the bargaining unit faculty member the~~
31 ~~periodic dues and initiation fees uniformly required as a condition~~
32 ~~of acquiring or retaining membership in the exclusive bargaining~~
33 ~~representative. Such employee authorization shall not be irrevocable~~
34 ~~for a period of more than one year. Such dues and fees shall be~~
35 ~~deducted from the pay of all faculty members who have given~~
36 ~~authorization for such deduction, and shall be transmitted by the~~
37 ~~employer to the employee organization or to the depository designated~~
38 ~~by the employee organization.~~

1 ~~(2)) (a) A collective bargaining agreement may include union~~
2 ~~security provisions, but not a closed shop. ((If an agency shop or~~
3 ~~other union security provision is agreed to, the employer shall~~
4 ~~enforce any such provision by deductions from the salary of~~
5 ~~bargaining unit faculty members affected thereby and shall transmit~~
6 ~~such funds to the employee organization or to the depository~~
7 ~~designated by the employee organization.~~

8 (3)) (b) Upon written authorization of an employee within the
9 bargaining unit and after the certification or recognition of the
10 bargaining unit's exclusive bargaining representative, the employer
11 must deduct from the payments to the employee the monthly amount of
12 dues as certified by the secretary of the exclusive bargaining
13 representative and must transmit the same to the treasurer of the
14 exclusive bargaining representative.

15 (c) If the employer and the exclusive bargaining representative
16 of a bargaining unit enter into a collective bargaining agreement
17 that:

18 (i) Includes a union security provision authorized under (a) of
19 this subsection, the employer must enforce the agreement by deducting
20 from the payments to bargaining unit members the dues required for
21 membership in the exclusive bargaining representative, or, for
22 nonmembers thereof, a fee equivalent to the dues; or

23 (ii) Includes requirements for deductions of payments other than
24 the deduction under (c)(i) of this subsection, the employer must make
25 such deductions upon written authorization of the employee.

26 (d) The amount of an agency shop fee required by a union security
27 provision agreed to under this section must be equivalent to or less
28 than a pro rata share of estimated expenditures for purposes germane
29 to the collective bargaining process, to contract administration, or
30 to pursuing matters affecting wages, hours, and other conditions.

31 (2) A faculty member who is covered by a union security provision
32 and who asserts a right of nonassociation based on bona fide
33 religious tenets or teachings of a church or religious body of which
34 such faculty member is a member shall pay to a nonreligious charity
35 or other charitable organization an amount of money equivalent to the
36 periodic dues and initiation fees uniformly required as a condition
37 of acquiring or retaining membership in the exclusive bargaining
38 representative. The charity shall be agreed upon by the faculty
39 member and the employee organization to which such faculty member
40 would otherwise pay the dues and fees. The faculty member shall

1 furnish written proof that such payments have been made. If the
2 faculty member and the employee organization do not reach agreement
3 on such matter, the dispute shall be submitted to the commission for
4 determination.

5 **Sec. 5.** RCW 41.80.100 and 2002 c 354 s 311 are each amended to
6 read as follows:

7 (1) A collective bargaining agreement may contain a union
8 security provision requiring as a condition of employment the
9 payment, no later than the thirtieth day following the beginning of
10 employment or July 1, 2004, whichever is later, of an agency shop fee
11 to the employee organization that is the exclusive bargaining
12 representative for the bargaining unit in which the employee is
13 employed. The amount of the fee shall be equal to the amount required
14 to become a member in good standing of the employee organization.
15 Each employee organization shall establish a procedure by which any
16 employee so requesting may pay a representation fee no greater than
17 the part of the membership fee that represents a pro rata share of
18 expenditures for purposes germane to the collective bargaining
19 process, to contract administration, or to pursuing matters affecting
20 wages, hours, and other conditions of employment.

21 (2) An employee who is covered by a union security provision and
22 who asserts a right of nonassociation based on bona fide religious
23 tenets, or teachings of a church or religious body of which the
24 employee is a member, shall, as a condition of employment, make
25 payments to the employee organization, for purposes within the
26 program of the employee organization as designated by the employee
27 that would be in harmony with his or her individual conscience. The
28 amount of the payments shall be equal to the periodic dues and fees
29 uniformly required as a condition of acquiring or retaining
30 membership in the employee organization minus any included monthly
31 premiums for insurance programs sponsored by the employee
32 organization. The employee shall not be a member of the employee
33 organization but is entitled to all the representation rights of a
34 member of the employee organization.

35 ~~(3) ((Upon filing with the employer the written authorization of~~
36 ~~a bargaining unit employee under this chapter, the employee~~
37 ~~organization that is the exclusive bargaining representative of the~~
38 ~~bargaining unit shall have the exclusive right to have deducted from~~
39 ~~the salary of the employee an amount equal to the fees and dues~~

1 ~~uniformly required as a condition of acquiring or retaining~~
2 ~~membership in the employee organization. The fees and dues shall be~~
3 ~~deducted each pay period from the pay of all employees who have given~~
4 ~~authorization for the deduction and shall be transmitted by the~~
5 ~~employer as provided for by agreement between the employer and the~~
6 ~~employee organization.))~~ (a) Upon written authorization of an
7 employee within the bargaining unit and after the certification or
8 recognition of the bargaining unit's exclusive bargaining
9 representative, the employer must deduct from the payments to the
10 employee the monthly amount of dues as certified by the secretary of
11 the exclusive bargaining representative and must transmit the same to
12 the treasurer of the exclusive bargaining representative.

13 (b) If the employer and the exclusive bargaining representative
14 of a bargaining unit enter into a collective bargaining agreement
15 that:

16 (i) Includes a union security provision authorized under
17 subsection (1) of this section, the employer must enforce the
18 agreement by deducting from the payments to bargaining unit members
19 the dues required for membership in the exclusive bargaining
20 representative, or, for nonmembers thereof, a fee equivalent to the
21 dues; or

22 (ii) Includes requirements for deductions of payments other than
23 the deduction under (b)(i) of this subsection, the employer must make
24 such deductions upon written authorization of the employee.

25 (c) The amount of an agency shop fee required by a union security
26 provision agreed to under this section must be equivalent to or less
27 than a pro rata share of estimated expenditures for purposes germane
28 to the collective bargaining process, to contract administration, or
29 to pursuing matters affecting wages, hours, and other conditions.

30 (4) Employee organizations that before July 1, 2004, were
31 entitled to the benefits of this section shall continue to be
32 entitled to these benefits.

33 **Sec. 6.** RCW 49.39.080 and 2010 c 6 s 9 are each amended to read
34 as follows:

35 (1) Upon the written authorization of ((any symphony musician))
36 an employee within the bargaining unit and after the certification or
37 recognition of the bargaining unit's exclusive bargaining
38 representative, the employer must deduct from the ((pay of the
39 symphony musician)) payments to the employee the monthly amount of

1 dues as certified by the secretary of the exclusive bargaining
2 representative and must transmit the ((dues)) same to the treasurer
3 of the exclusive bargaining representative.

4 (2)(a) If the employer and the exclusive bargaining
5 representative of a bargaining unit enter into a collective
6 bargaining agreement that:

7 (i) Includes a union security provision authorized under RCW
8 49.39.090, the employer must enforce the agreement by deducting from
9 the payments to bargaining unit members the dues required for
10 membership in the exclusive bargaining representative, or, for
11 nonmembers thereof, a fee equivalent to the dues; or

12 (ii) Includes requirements for deductions of payments other than
13 the deduction under (a)(i) of this subsection, the employer must make
14 such deductions upon written authorization of the employee.

15 (b) The amount of an agency shop fee required by a union security
16 provision agreed to under this section must be equivalent to or less
17 than a pro rata share of estimated expenditures for purposes germane
18 to the collective bargaining process, to contract administration, or
19 to pursuing matters affecting wages, hours, and other conditions.

20 **Sec. 7.** RCW 47.64.160 and 1983 c 15 s 7 are each amended to read
21 as follows:

22 (1) A collective bargaining agreement may include union security
23 provisions including an agency shop, but not a union or closed shop.
24 ((If an agency shop provision is agreed to, the employer shall
25 enforce it by deducting from the salary payments to members of the
26 bargaining unit the dues required of membership in the bargaining
27 representative, or, for nonmembers thereof, a fee equivalent to such
28 dues-))

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

36 (b) If the employer and the exclusive bargaining representative
37 of a bargaining unit enter into a collective bargaining agreement
38 that:

1 (i) Includes a union security provision authorized under
2 subsection (1) of this section, the employer must enforce the
3 agreement by deducting from the payments to bargaining unit members
4 the dues required for membership in the exclusive bargaining
5 representative, or, for nonmembers thereof, a fee equivalent to the
6 dues; or

7 (ii) Includes requirements for deductions of payments other than
8 the deduction under (b)(i) of this subsection, the employer must make
9 such deductions upon written authorization of the employee.

10 (c) The amount of an agency shop fee required by a union security
11 provision agreed to under this section must be equivalent to or less
12 than a pro rata share of estimated expenditures for purposes germane
13 to the collective bargaining process, to contract administration, or
14 to pursuing matters affecting wages, hours, and other conditions.

15 (3) All union security provisions shall safeguard the right of
16 nonassociation of employees based on bona fide religious tenets or
17 teachings of a church or religious body of which such employee is a
18 member. Such employee shall pay an amount of money equivalent to
19 regular dues and fees to a nonreligious charity or to another
20 charitable organization mutually agreed upon by the employee affected
21 and the bargaining representative to which such employee would
22 otherwise pay the dues and fees. The employee shall furnish written
23 proof that such payment has been made. If the employee and the
24 bargaining representative do not reach agreement on such matter, the
25 commission shall designate the charitable organization."

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By Senator Baumgartner

26 On page 1, line 2 of the title, after "fees;" strike the
27 remainder of the title and insert "and amending RCW 28B.52.045,
28 41.56.110, 41.59.060, 41.76.045, 41.80.100, 49.39.080, and
29 47.64.160."

EFFECT: Requires the amount of an agency shop fee to be equivalent to or less than a pro rata share of estimated expenditures for purposes germane to the collective bargaining process, to

contract administration, or to pursuing matters affecting wages, hours, and other conditions.

--- END ---