

SHB 1200 - S COMM AMD
By Committee on Labor & Commerce

ADOPTED AS AMENDED 04/12/2023

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

3 "NEW SECTION. **Sec. 1.** A new section is added to chapter 41.56
4 RCW to read as follows:

5 (1) If the employer has the information in the employer's
6 records, the employer shall provide to the exclusive bargaining
7 representative the following information for each employee in an
8 appropriate bargaining unit:

9 (a) The employee's name and date of hire;

10 (b) The employee's contact information, including: (i) Cellular,
11 home, and work telephone numbers; (ii) work and the most up-to-date
12 personal email addresses; and (iii) home address or personal mailing
13 address; and

14 (c) Employment information, including the employee's job title,
15 salary or rate of pay, and work site location or duty station.

16 (2) The employer must provide the information to the exclusive
17 bargaining representative in an editable digital file format:

18 (a) Within 21 business days from the date of hire for a newly
19 hired employee in an appropriate bargaining unit; and

20 (b) Every 120 business days for all employees in an appropriate
21 bargaining unit.

22 (3) When there is a state-level representative of the exclusive
23 bargaining representative for a bargaining unit, the employer may
24 provide the information to the state-level representative.

25 (4) The exclusive bargaining representative may use the
26 information provided under this section only for representation
27 purposes. This section does not give authority to any exclusive
28 bargaining representative to sell or provide access to lists of
29 employees or the information provided to the exclusive bargaining
30 representative pursuant to this section requested for commercial
31 purposes.

1 (5) If an employer fails to comply with this section, the
2 exclusive bargaining representative may bring a court action to
3 enforce compliance. The court may order the employer to pay costs and
4 reasonable attorneys' fees incurred by the exclusive bargaining
5 representative.

6 (6) This section does not apply to an employer prohibited under
7 its requirements as a cleared United States department of defense
8 contractor from providing the employee information listed under
9 subsection (1) of this section.

10 NEW SECTION. **Sec. 2.** A new section is added to chapter 41.59
11 RCW to read as follows:

12 Section 1 of this act applies to this chapter.

13 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.52
14 RCW to read as follows:

15 Section 1 of this act applies to this chapter.

16 NEW SECTION. **Sec. 4.** A new section is added to chapter 41.80
17 RCW to read as follows:

18 Section 1 of this act applies to the following employers subject
19 to this chapter:

- 20 (1) Western Washington University;
- 21 (2) Central Washington University;
- 22 (3) Eastern Washington University; and
- 23 (4) The Evergreen State College."

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24 On page 1, line 2 of the title, after "representatives;" strike
25 the remainder of the title and insert "adding a new section to
26 chapter 41.56 RCW; adding a new section to chapter 41.59 RCW; adding
27 a new section to chapter 28B.52 RCW; and adding a new section to
28 chapter 41.80 RCW."

EFFECT: (1) Provides that the bill does not give authority to
exclusive bargaining representatives to sell or provide access to

lists of employees or employee information requested for commercial purposes.

(2) Excludes from the bill an employer prohibited under its requirements as a cleared United States Department of Defense contractor from providing the employee information listed in the bill.

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