

SHB 1141 - H AMD 833

By Representative Eslick

NOT ADOPTED 03/11/2025

1 On page 5, line 4, after "**Sec. 7.**" strike "RCW 41.56.037 applies
2 to this chapter" and insert "(1)(a) The employer must provide the
3 exclusive bargaining representative reasonable access to new employees
4 of the bargaining unit for the purposes of presenting information
5 about their exclusive bargaining representative to the new employee.
6 The presentation may occur during a new employee orientation provided
7 by the employer, or at another time mutually agreed to by the employer
8 and the exclusive bargaining representative.

9 (b) No employee may be mandated to attend the meetings or
10 presentations by the exclusive bargaining representative, and the
11 employer is not mandated to pay the employee during the time they are
12 meeting with the exclusive bargaining representative or if the
13 employee chooses not to attend the meeting.

14 (c) "Reasonable access" for the purposes of this section means:

15 (i) The access to the new employee occurs within ninety days of
16 the employee's start date within the bargaining unit;

17 (ii) The access is for no less than thirty minutes; and

18 (iii) The access occurs during the new employee's regular work
19 hours at the employee's regular worksite, or at a location mutually
20 agreed to by the employer and the exclusive bargaining representative.

21 (2) Nothing in this section prohibits an employer from agreeing to
22 longer or more frequent new employee access, but in no case may an
23 employer agree to less access than required by this section"

EFFECT:

- Incorporates the provisions of the statute relating to exclusive bargaining representative access to new employees instead of incorporating the provisions by referencing the statute.

- Allows employers to not pay employees for the time the employees are meeting with the exclusive bargaining representative.

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