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**Labor & Workplace Standards  
Committee**

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**HB 1068**

**Brief Description:** Removing the exclusion from interest arbitration of Washington management service employees at the department of corrections.

**Sponsors:** Representatives Doglio, Bronoske, Reeves, Tharinger, Street, Scott, Nance, Goodman, Fosse, Ryu, Leavitt, Ramel, Berry, Reed, Obras, Timmons, Davis, Ormsby, Lekanoff, Salahuddin and Hill.

**Brief Summary of Bill**

- Grants interest arbitration rights to Washington Management Service employees within the Department of Corrections.

**Hearing Date:** 1/17/25

**Staff:** Benjamin McCarthy (786-7116).

**Background:**

The Personnel System Reform Act (PSRA) provides state employees the right to collectively bargain over wages, hours, and other terms and conditions of employment. The Governor or the Governor's designee represents the employer in collective bargaining negotiations.

The PSRA grants Department of Corrections (DOC) employees interest arbitration to resolve impasses during contract negotiations. Interest arbitration is not available for the DOC's confidential employees, members of the Washington Management Service, and internal auditors.

To resolve impasses over contract negotiations with these personnel, the PSRA requires binding interest arbitration if negotiations for a contract reach impasse and cannot be resolved through

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mediation. Under interest arbitration, an impartial third-party makes decisions regarding the unresolved terms of the contract. There are statutory procedures for parties to select arbitrators and factors the arbitration panel must consider when making its decision.

#### Washington Management Service.

State civil service law governs the appointment, promotion, transfer, layoff, removal, discipline, and other personnel matters of most state agency employees. The Washington Management Service (WMS) is a separate personnel system for managers within the executive branch of state government. Agencies determine if a position is appropriate for the WMS.

A "manager" means any employee who: (1) formulates statewide policy or directs the work of an agency or agency subdivision; (2) administers one or more statewide policies or programs of an agency or agency subdivision; (3) manages, administers, and controls a local branch office of an agency or agency subdivision; (4) has substantial responsibility in personnel administration, legislative relations, public information, or the preparation and administration of budgets; or (5) functionally is above the first level of supervision and exercises authority that is not merely routine or clerical and that requires consistent use of independent judgment.

#### **Summary of Bill:**

Washington Management Service employees who work in the Department of Corrections are granted interest arbitration rights.

**Appropriation:** None.

**Fiscal Note:** Requested on January 10, 2025.

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