

FINAL BILL REPORT

HB 1069

C 189 L 26

Synopsis as Enacted

Brief Description: Allowing collective bargaining over contributions for certain supplemental retirement benefits.

Sponsors: Representatives Fosse, Low, Peterson, Griffey, Bronoske, Timmons, Nance, Goodman, Cortes, Volz, Ormsby, Scott, Mena, Davis, Macri, Stonier, Alvarado, Doglio, Bernbaum, Ryu, Ramel, Berry, Reed, Callan, Obras, Farivar, Ortiz-Self, Simmons, Street, Pollet, Fey, Berg, Lekanoff, Salahuddin, Reeves, Donaghy and Hill.

House Committee on Labor & Workplace Standards

Senate Committee on Labor & Commerce

Senate Committee on Ways & Means

Background:

The Personnel System Reform Act (PSRA) provides for collective bargaining for classified employees of state agencies and institutions of higher education. Matters subject to bargaining under the PSRA include wages, hours, other terms of conditions of employment, and the negotiation of any question arising under a collective bargaining agreement. The employer is not required to bargain over health care benefits or other employee insurance benefits, except the dollar amount expended on behalf of each employee for health care benefits is subject to bargaining. The employer is also not required to bargain over any retirement system or retirement benefit. The PSRA prohibits the employer from bargaining over management rights, which include, among other things, retirement plans and benefits.

Summary:

For Department of Corrections employees, contributions for supplemental retirement benefits, including medical plans, administered by or on behalf of an employee organization is a mandatory subject of bargaining, but is not subject to interest arbitration. Contributions for supplemental retirement benefits are not included in the requirement to bargain over the dollar amount expended on behalf of each employee for health care benefits.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not part of the legislation nor does it constitute a statement of legislative intent.

Votes on Final Passage:

House 78 18

House 72 19

Senate 31 18 (Senate amended)

House 78 17 (House concurred)

Effective: June 11, 2026