

HOUSE BILL REPORT

HB 1069

As Passed Legislature

Title: An act relating to allowing collective bargaining over contributions for certain supplemental retirement benefits.

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.

Brief History:

Committee Activity:

Labor & Workplace Standards: 1/17/25, 1/29/25 [DP].

Floor Activity:

Passed House: 2/6/25, 78-18.

Passed House: 1/22/26, 72-19.

Senate Amended.

Passed Senate: 3/4/26, 31-18.

House Concurred.

Passed House: 3/9/26, 78-17.

Passed Legislature.

Brief Summary of Bill

- Provides that, for Department of Corrections employees, contributions for supplemental retirement benefits administered by or on behalf of an employee organization is a mandatory subject of bargaining.

HOUSE COMMITTEE ON LABOR & WORKPLACE STANDARDS

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.

Majority Report: Do pass. Signed by 6 members: Representatives Berry, Chair; Fosse, Vice Chair; Scott, Vice Chair; Bronoske, Obras and Ortiz-Self.

Minority Report: Without recommendation. Signed by 3 members: Representatives Schmidt, Ranking Minority Member; Ybarra, Assistant Ranking Minority Member; McEntire.

Staff: Trudes Tango (786-7384).

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 an employer from bargaining over management rights, which include, among other things, retirement plans and benefits.

Summary of Bill:

For Department of Corrections (DOC) 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.

Appropriation: None.

Fiscal Note: Available.

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

Staff Summary of Public Testimony:

(In support) Employees at the Department of Corrections are unable to retire because they need the medical coverage supplied by their employer. People who are injured or have sick family cannot afford to retire. This is unsafe for workers because they are working past the age where it is safe. Employees see more coworkers die than retire. Many coworkers die shortly before or shortly after they retire and they do not get to enjoy the rewards of their

service. The supplemental union plans will help workers retire a few years earlier and enjoy a little extra time.

(Opposed) None.

Persons Testifying: Representative Mary Fosse, prime sponsor; Brenda Wiest; Julius Monroe; Christopher Malone; and Brady McNeely.

Persons Signed In To Testify But Not Testifying: None.