

HOUSE BILL REPORT

HB 1069

As Amended by the Senate

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.

Floor Activity:

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

Senate Amended.

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

Brief Summary of Bill

- Allows state agencies and their employees to bargain over contributions to a union's supplemental retirement plan, including medical plans.

HOUSE COMMITTEE ON LABOR & WORKPLACE STANDARDS

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

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.

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 a collective bargaining framework for state employees to negotiate over wages, hours, and conditions of employment. Employers and employees may not bargain over rights of management. Rights of management include, among other things, retirement plans and benefits.

The Department of Retirement Systems (DRS) provides retirement plans for public employees. Some unions offer supplemental retirement plans for union members. Plans administered by the DRS, and plans administered by or for unions, are excluded from bargaining under the PSRA.

Summary of Bill:

The prohibition on bargaining over retirement plans and benefits is narrowed to prohibit bargaining over retirement plans and benefits administered by the DRS. Employers may therefore bargain over employer contributions to supplemental retirement benefits administered by, or on behalf of, employee organizations, including medical plans.

EFFECT OF SENATE AMENDMENT(S):

The Senate amendment: (1) limits the application of the bill to Department of Corrections (DOC) employees only; (2) makes contributions for supplemental retirement benefits, including medical plans, administered by or on behalf of an employee organization representing DOC employees a mandatory subject of bargaining; (3) excludes contributions for supplemental retirement benefits from interest arbitration provisions; and (4) excludes contributions for supplemental retirement benefits from the requirement to bargain over the dollar amount expended on behalf of each employee for health care benefits.

Appropriation: None.

Fiscal Note: Available. New fiscal note requested on March 3, 2026.

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.