
**Labor & Workplace Standards
Committee**

HB 1105

Brief Description: Exempting exclusive bargaining representatives for department of corrections employees from certain provisions related to coalition bargaining.

Sponsors: Representatives Fosse, Low, Stearns, Leavitt, Berry, Ryu, Cortes, Farivar, Doglio, Paul, Goodman, Wylie, Pollet, Fey, Kloba, Nance, Lekanoff and Bernbaum.

Brief Summary of Bill

- Exempts Department of Corrections employees who have interest arbitration rights under the Personnel System Reform Act from coalition bargaining requirements.

Hearing Date: 1/17/25

Staff: Benjamin McCarthy (786-7116).

Background:

The Personnel System Reform Act (PSRA) provides classified 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.

Under the PSRA, employees may form bargaining units of similarly situated employees. These bargaining units elect exclusive bargaining representatives to negotiate collective bargaining agreements with the employer. Exclusive bargaining representatives who represent fewer than 500 employees are required to negotiate a single master collective bargaining agreement as a coalition.

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.

Interest Arbitration.

The PSRA grants Department of Corrections (DOC) employees, except confidential employees, members of the Washington Management Service, and internal auditors, interest arbitration to resolve impasses during contract negotiations.

Interest arbitration requires the parties to attempt to resolve disputes over mandatory subjects of bargaining through mediation. If mediation is unsuccessful, the Director of the Public Employment Relations Commission will certify unresolved disputes for an arbiter to consider. The arbiter's decision is binding on the parties and can only be appealed if it is arbitrary and capricious. However, interest arbitration decisions are not binding on the Legislature. If the Legislature does not approve the funds necessary to implement an interest arbitration award, the award is not binding on the state or the DOC.

Summary of Bill:

Department of Corrections employees who have interest arbitration rights are exempt from coalition bargaining even if their exclusive bargaining representative represents fewer than 500 employees. The exclusive bargaining representative and the employer will negotiate a master collective bargaining agreement separate from the coalition's agreement.

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.