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## Labor & Workplace Standards Committee

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### HB 1182

**Brief Description:** Granting interest arbitration to certain parks and recreation commission employees.

**Sponsors:** Representatives Paul, Ybarra, Berry, Leavitt, Stearns, Shavers, Doglio, Bronoske, Fosse, Simmons, Rule, Ormsby, Bernbaum and Hill.

#### Brief Summary of Bill

- Grants interest arbitration to Parks and Recreation employees covered under civil service laws, including Washington Management Service (WMS) employees.
- Grants interest arbitration to WMS employees at the Department of Corrections.

**Hearing Date:** 1/21/25

**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 certain state employees interest arbitration. 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

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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 employing agency.

Parks and Recreation Commission.

The State Parks and Recreation Commission (Commission) controls and supervises more than 140 state parks throughout Washington. The Commission employs park planners, park rangers, and others.

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:**

Parks and Recreation Commission (Commission) employees, except for confidential employees and internal auditors, are granted interest arbitration rights. Employees of the Commission and the Department of Corrections who are members of the Washington Management Service are also made eligible for interest arbitration.

**Appropriation:** None.

**Fiscal Note:** Available.

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