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**Labor & Workplace Standards  
Committee**

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**SB 5473**

**Brief Description:** Concerning law enforcement personnel grievance arbitration procedures.

**Sponsors:** Senators Conway, Chapman and Holy.

**Brief Summary of Bill**

- Requires law enforcement officers to request grievance arbitration consistent with the procedures in their collective bargaining agreement.
- Removes the prohibition on expiring more than three arbitrators' terms in the same year.

**Hearing Date:** 3/18/25

**Staff:** Benjamin McCarthy (786-7116).

**Background:**

The Public Employees' Collective Bargaining Act (PECBA) provides for collective bargaining of wages, hours, and working conditions of employees of cities, counties, and other political subdivisions.

Law Enforcement Grievance Arbitration.

Under the PECBA, parties may agree to grievance arbitration in their collective bargaining agreement (CBA). Grievance arbitration is binding arbitration of disputes or disagreements regarding any disciplinary action, discharge, or termination decision. Typically, CBAs with grievance arbitration procedures will include provisions governing how the parties select

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arbitrators.

Under the PECBA, law enforcement personnel CBAs that contain grievance arbitration procedures must use an arbitrator selection process established by statute. The term "law enforcement personnel" includes individuals who enforce criminal laws in general, officers of the Washington Department of Fish and Wildlife, and corrections officers and community corrections officers of the Department of Corrections.

Arbitrator Selection Process.

The statutory procedures for grievance arbitrator selection process requires, among other things, the Public Employment Relations Commission to appoint a roster of 9 to 18 individuals to act as arbitrators. These arbitrators are appointed for three-year terms, and no more than three arbitrators' terms may expire in the same year.

**Summary of Bill:**

Law Enforcement Grievance Arbitration.

Law enforcement officers must request grievance arbitration in accordance with the procedures in their collective bargaining agreement.

Arbitrator Selection Process.

The prohibition on having more than three arbitrator's terms expire in the same year is removed.

**Appropriation:** None.

**Fiscal Note:** Available.

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