

# SENATE BILL REPORT

## SB 5039

---

---

As Reported by Senate Committee On:  
Labor & Commerce, January 31, 2025

**Title:** An act relating to removing the exclusion from interest arbitration of Washington management service employees at the department of corrections.

**Brief Description:** Removing the exclusion from interest arbitration of Washington management service employees at the department of corrections.

**Sponsors:** Senators Conway, Saldaña, Stanford, Chapman, Hasegawa, Nobles, Valdez and Wellman.

**Brief History:**

**Committee Activity:** Labor & Commerce: 1/24/25, 1/31/25 [DP-WM, DNP].

**Brief Summary of Bill**

- Includes Washington Management Service members in the Department of Corrections employees eligible for interest arbitration.

---

### SENATE COMMITTEE ON LABOR & COMMERCE

**Majority Report:** Do pass and be referred to Committee on Ways & Means.

Signed by Senators Saldaña, Chair; Conway, Vice Chair; King, Ranking Member; Alvarado, MacEwen, Ramos and Stanford.

**Minority Report:** Do not pass.

Signed by Senators Braun and Schoesler.

**Staff:** Jarrett Sacks (786-7448)

**Background:** Washington Management Service. State civil service law governs the appointment, promotion, transfer, layoff, removal, discipline, and other personnel matters of

---

*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.*

most state agency employees. The Washington Management Service (WMS) is a separate personnel system for managers within state government. Agencies have delegated authority to determine if a position is appropriate for WMS.

Personnel System Reform Act. The Personnel System Reform Act (PSRA) provides for collective bargaining of wages, hours, and other terms and conditions of employment with classified employees of state agencies and institutions of higher education. Employees covered under the PSRA include all state civil service employees, unless specifically excluded. Prior to 2023, the PSRA excluded WMS employees from collective bargaining. In 2023, the Legislature removed the exclusion of WMS employees from collective bargaining.

Department of Corrections. The Department of Corrections (DOC) is responsible for managing state-operated adult prison facilities and supervising adult offenders residing in communities. DOC manages minimum to maximum custody level institutions, partial confinement programs, and community supervision services. Employees of DOC, except for confidential employees, members of the WMS, and internal auditors, have the right to interest arbitration under the PSRA.

**Summary of Bill:** The exclusion of WMS members from the employees at DOC that are eligible for interest arbitration is removed.

**Appropriation:** None.

**Fiscal Note:** Available.

**Creates Committee/Commission/Task Force that includes Legislative members:** No.

**Effective Date:** Ninety days after adjournment of session in which bill is passed.

**Staff Summary of Public Testimony:** PRO: WMS employees were left out of the DOC interest arbitration and this bill fixes that. The bill improves efficiency because currently, the employer and union have to negotiate two different contracts, which requires twice the resources. WMS employees want to be included with the rest so they can address wage compression.

**Persons Testifying:** PRO: Senator Steve Conway, Prime Sponsor; Brenda Wiest, Teamsters 117.

**Persons Signed In To Testify But Not Testifying:** No one.