

# SENATE BILL REPORT

## SB 5433

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As of February 18, 2025

**Title:** An act relating to exempting exclusive bargaining representatives for department of corrections employees from certain provisions related to coalition bargaining.

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

**Sponsors:** Senators Ramos, Holy, Bateman, Krishnadasan, Valdez, Frame, Hasegawa, Nobles and Saldaña.

**Brief History:**

**Committee Activity:** Labor & Commerce: 1/28/25, 2/07/25 [DPS-WM, DNP, w/oRec].  
Ways & Means: 2/18/25.

**Brief Summary of First Substitute Bill**

- Exempts certain exclusive bargaining representatives of interest arbitration-eligible Department of Corrections (DOC) employees from coalition bargaining requirements.
- Requires, for DOC employees, the Governor and the exclusive bargaining representative to negotiate one master collective bargaining agreement.

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### SENATE COMMITTEE ON LABOR & COMMERCE

**Majority Report:** That Substitute Senate Bill No. 5433 be substituted therefor, and the substitute bill do pass and be referred to Committee on Ways & Means.

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

**Minority Report:** Do not pass.

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*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.*

Signed by Senators Braun and Schoesler.

**Minority Report:** That it be referred without recommendation.

Signed by Senator MacEwen.

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

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## SENATE COMMITTEE ON WAYS & MEANS

**Staff:** Amanda Cecil (786-7460)

**Background:** 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 higher education institutions. The PSRA provides for binding interest arbitration for Department of Corrections (DOC) employees, except for confidential employees, members of the Washington Management Service, and internal auditors.

The PSRA provides for multi-employer bargaining and coalition bargaining. Exclusive bargaining representatives of more than one bargaining unit must negotiate one master collective bargaining agreement covering all of the represented employees. Exclusive bargaining representatives that represent fewer than 500 employees must bargain in a coalition, with one master agreement covering all of the employees represented by the coalition.

**Summary of Bill (First Substitute):** For DOC employees, the Governor and an exclusive bargaining representative must negotiate one master collective bargaining agreement. Except for exclusive bargaining representatives who represent Marine Department employees at DOC, exclusive bargaining representatives of interest arbitration-eligible DOC employees are excluded from provisions requiring exclusive bargaining representatives of fewer than 500 employees to bargain by coalition.

### **EFFECT OF CHANGES MADE BY LABOR & COMMERCE COMMITTEE (First Substitute):**

Excludes exclusive bargaining representatives who represent Marine Department employees at DOC from the bill, keeping the bargaining unit in the coalition of bargaining units representing fewer than 500 employees.

**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 on Original Bill (Labor & Commerce):** *The committee recommended a different version of the bill than what was heard.* PRO: In the coalition, there are 43 bargaining units but only one has interest arbitration. This one unit creates two separate processes for the same contract and slows down the process. This is a small step to simplify the collective bargaining process.

**Persons Testifying (Labor & Commerce):** PRO: Senator Bill Ramos, Prime Sponsor; Kati Durkin, Washington Federation of State Employees.

**Persons Signed In To Testify But Not Testifying (Labor & Commerce):** No one.

**Staff Summary of Public Testimony (Ways & Means):** PRO: This bill idea came about after recent contract negotiations with the state. It is aiming to separate the bargaining process for DOC members who currently have the right to interest arbitration, unlike other state agencies. Both our team and OFM believe that allowing DOC to have its own contract will streamline negotiations, and we're pleased with the Senate Labor Committee amendment that removed the assumed costs, making this bill a more practical solution.

**Persons Testifying (Ways & Means):** PRO: Kati Durkin, Washington Federation of State Employees.

**Persons Signed In To Testify But Not Testifying (Ways & Means):** No one.