
SUBSTITUTE HOUSE BILL 1182

State of Washington

69th Legislature

2025 Regular Session

By House Labor & Workplace Standards (originally sponsored by Representatives Paul, Ybarra, Berry, Leavitt, Stearns, Shavers, Doglio, Bronoske, Fosse, Simmons, Rule, Ormsby, Bernbaum, and Hill)

READ FIRST TIME 02/05/25.

1 AN ACT Relating to granting interest arbitration to certain parks
2 and recreation commission employees; and amending RCW 41.80.200.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 **Sec. 1.** RCW 41.80.200 and 2020 c 89 s 1 are each amended to read
5 as follows:

6 (1) (a) In order to maintain dedicated and uninterrupted services
7 to the supervision of criminal offenders that are in state
8 correctional facilities and on community supervision, it is the
9 legislature's intent to grant certain employees of the department of
10 corrections interest arbitration rights as an alternative means of
11 settling disputes.

12 (b) In order to maintain dedicated and uninterrupted services in
13 our state parks, it is the legislature's intent to grant certain
14 employees of the parks and recreation commission interest arbitration
15 rights as an alternative means of settling disputes.

16 (2) This section applies only to employees covered by chapter
17 41.06 RCW working for the (~~department~~):

18 (a) Department of corrections, except confidential employees as
19 defined in RCW 41.80.005, members of the Washington management
20 service, and internal auditors; and

1 (b) Parks and recreation commission, except confidential
2 employees as defined in RCW 41.80.005 and internal auditors.

3 (3) Negotiations between the employer and the exclusive
4 bargaining representative of a unit of employees shall be commenced
5 at least five months before submission of the budget to the
6 legislature. If no agreement has been reached (~~sixty~~) 60 days after
7 the commencement of such negotiations then, at any time thereafter,
8 either party may declare that an impasse exists and may submit the
9 dispute to the commission for mediation, with or without the
10 concurrence of the other party. The commission shall appoint a
11 mediator, who shall promptly meet with the representatives of the
12 parties, either jointly or separately, and shall take such other
13 steps as he or she may deem appropriate in order to persuade the
14 parties to resolve their differences and effect an agreement. A
15 mediator, however, does not have a power of compulsion. The mediator
16 may consider only matters that are subject to bargaining under this
17 chapter.

18 (4) If an agreement is not reached following a reasonable period
19 of negotiations and mediation, and the director, upon recommendation
20 of the assigned mediator, finds that the parties remain at impasse,
21 then an arbitrator must be appointed to resolve the dispute. The
22 issues for determination by the arbitrator must be limited to the
23 issues certified by the executive director.

24 (5) Within (~~ten~~) 10 working days after the first Monday in
25 September of every odd-numbered year, the governor or the governor's
26 designee and the bargaining representatives for any bargaining units
27 covered by this section shall attempt to agree on an interest
28 arbitrator to be used if the parties are not successful in
29 negotiating a comprehensive collective bargaining agreement. The
30 parties will select an arbitrator by mutual agreement or by
31 alternatively striking names from a regional list of seven qualified
32 arbitrators provided by the federal mediation and conciliation
33 service.

34 (a) The fees and expenses of the arbitrator, the court reporter,
35 if any, and the cost of the hearing room, if any, will be shared
36 equally between the parties. Each party is responsible for the costs
37 of its attorneys, representatives and witnesses, and all other costs
38 related to the development and presentation of their case.

39 (b) Immediately upon selecting an interest arbitrator, the
40 parties shall cooperate to reserve dates with the arbitrator for a

1 potential hearing between August 1st and September 15th of the
2 following even-numbered year. The parties shall also prepare a
3 schedule of at least five negotiation dates, absent an agreement to
4 the contrary.

5 (c) The parties shall execute a written agreement before December
6 15th of the odd-numbered year setting forth the name of the
7 arbitrator and the dates reserved for bargaining and arbitration.

8 (d) (i) The arbitrator must hold a hearing and provide reasonable
9 notice of the hearing to the parties to the dispute. The hearing must
10 be informal and each party has the opportunity to present evidence
11 and make arguments. The arbitrator may not present the case for a
12 party to the proceedings.

13 (ii) The rules of evidence prevailing in judicial proceedings may
14 be considered, but are not binding, and any oral testimony or
15 documentary evidence or other data deemed relevant by the arbitrator
16 may be received in evidence. A recording of the proceedings must be
17 taken.

18 (iii) The arbitrator may administer oaths, require the attendance
19 of witnesses, and require the production of such books, papers,
20 contracts, agreements, and documents deemed by the arbitrator to be
21 material to a just determination of the issues in dispute. If a
22 person refuses to obey a subpoena issued by the arbitrator, or
23 refuses to be sworn or to make an affirmation to testify, or a
24 witness, party, or attorney for a party is guilty of contempt while
25 in attendance at a hearing, the arbitrator may invoke the
26 jurisdiction of the superior court in the county where the labor
27 dispute exists, and the court may issue an appropriate order. Any
28 failure to obey the order may be punished by the court as a contempt
29 thereof.

30 (6) The arbitrator may consider only matters that are subject to
31 bargaining under RCW 41.80.020(1), and may not consider those
32 subjects listed under RCW 41.80.020 (2) and (3) and 41.80.040.

33 (a) In making its determination, the arbitrator shall take into
34 consideration the following factors:

35 (i) The financial ability of the department of corrections or the
36 parks and recreation commission, as appropriate, to pay for the
37 compensation and benefit provisions of a collective bargaining
38 agreement;

39 (ii) The constitutional and statutory authority of the employer;

40 (iii) Stipulations of the parties;

1 (iv) Comparison of the wages, hours, and conditions of employment
2 of personnel involved in the proceedings with the wages, hours, and
3 conditions of employment of like personnel of like state government
4 employers of similar size in the western United States;

5 (v) The ability of the (~~department of corrections~~) employer to
6 retain employees;

7 (vi) The overall compensation presently received by (~~department~~
8 ~~of corrections~~) employees, including direct wage compensation,
9 vacations, holidays, and other paid excused time, pensions, insurance
10 benefits, and all other direct or indirect monetary benefits
11 received;

12 (vii) Changes in any of the factors listed in this subsection
13 during the pendency of the proceedings; and

14 (viii) Such other factors which are normally or traditionally
15 taken into consideration in the determination of matters that are
16 subject to bargaining under RCW 41.80.020(1).

17 (b) The decision of an arbitrator under this section is subject
18 to RCW 41.80.010(3).

19 (7) During the pendency of the proceedings before the arbitrator,
20 existing wages, hours, and other conditions of employment shall not
21 be changed by action of either party without the consent of the other
22 but a party may so consent without prejudice to his or her rights or
23 position under chapter 41.56 RCW.

24 (8) (a) If the representative of either or both the employees and
25 the state refuses to submit to the procedures set forth in
26 subsections (3), (4), and (5) of this section, the parties, or the
27 commission on its own motion, may invoke the jurisdiction of the
28 superior court for the county in which the labor dispute exists and
29 the court may issue an appropriate order. A failure to obey the order
30 may be punished by the court as a contempt thereof.

31 (b) A decision of the arbitrator is final and binding on the
32 parties, and may be enforced at the instance of either party, the
33 arbitrator, or the commission in the superior court for the county
34 where the dispute arose. However, the decision of the arbitrator is
35 not binding on the legislature and, if the legislature does not
36 approve the funds necessary to implement provisions pertaining to the
37 compensation and fringe benefit provision of an interest arbitration
38 award, the provisions are not binding on the state (~~or~~), department
39 of corrections, or the parks and recreation commission.

1 (9) Subject to the provisions of this section, the parties shall
2 follow the commission's procedures for interest arbitration.

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