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**HOUSE BILL 2630**

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**State of Washington**

**69th Legislature**

**2026 Regular Session**

**By** Representatives Fosse, Davis, Parshley, Obras, Goodman, Pollet, and Scott

Read first time 01/22/26. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to collective bargaining for state employee job  
2 classifications; amending RCW 41.80.020; and reenacting and amending  
3 RCW 41.06.157.

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

5 **Sec. 1.** RCW 41.06.157 and 2024 c 330 s 11 and 2024 c 70 s 2 are  
6 each reenacted and amended to read as follows:

7 (1) To promote the most effective use of the state's workforce  
8 and improve the effectiveness and efficiency of the delivery of  
9 services to the citizens of the state, the director shall adopt and  
10 maintain a comprehensive classification plan for all positions in the  
11 classified service. The classification plan must:

12 (a) Be simple and streamlined;

13 (b) Support state agencies in responding to changing  
14 technologies, economic and social conditions, and the needs of its  
15 citizens;

16 (c) Value workplace diversity;

17 (d) Facilitate the reorganization and decentralization of  
18 governmental services;

19 (e) Enhance mobility and career advancement opportunities;

20 (f) Consider rates in other public employment and private  
21 employment in the state;

1 (g) Not require a two-year or four-year college degree as the  
2 only way to demonstrate qualifications for the role unless that  
3 degree is required by law for an employee to perform the essential  
4 functions of a classification; and

5 (h) Recognize that persons legally authorized to work in the  
6 United States under federal law, including deferred action for  
7 childhood arrivals recipients, are eligible for employment unless  
8 prohibited by other state or federal law.

9 (2) (a) An appointing authority and an employee organization  
10 representing classified employees of the appointing authority for  
11 collective bargaining purposes may jointly request the director of  
12 financial management to initiate a classification study.

13 (b) Beginning January 1, 2028, the director may not adopt any  
14 classification plan unless the plan has been negotiated with the  
15 appropriate employee organization representing classified employees.

16 (3) For institutions of higher education and related boards, the  
17 director may adopt special salary ranges to be competitive with  
18 positions of a similar nature in the state or the locality in which  
19 the institution of higher education or related board is located.

20 (4) The director may undertake salary surveys of positions in  
21 other public and private employment to establish market rates. Any  
22 salary survey information collected from private employers which  
23 identifies a specific employer with salary rates which the employer  
24 pays to its employees shall not be subject to public disclosure under  
25 chapter 42.56 RCW.

26 **Sec. 2.** RCW 41.80.020 and 2021 c 13 s 6 are each amended to read  
27 as follows:

28 (1) Except as otherwise provided in this chapter, the matters  
29 subject to bargaining include wages, hours, and other terms and  
30 conditions of employment, and the negotiation of any question arising  
31 under a collective bargaining agreement.

32 (2) The employer is not required to bargain over matters  
33 pertaining to:

34 (a) Health care benefits or other employee insurance benefits,  
35 except as required in subsection (3) of this section;

36 (b) Any retirement system or retirement benefit; or

37 (c) Rules of the director of financial management, the director  
38 of enterprise services, or the Washington personnel resources board  
39 adopted under RCW 41.06.157.

1           (3) (a) Matters subject to bargaining include the number of names  
2 to be certified for vacancies, promotional preferences, and the  
3 dollar amount expended on behalf of each employee for health care  
4 benefits. However, except as provided otherwise in this subsection  
5 for institutions of higher education, negotiations regarding the  
6 number of names to be certified for vacancies, promotional  
7 preferences, and the dollar amount expended on behalf of each  
8 employee for health care benefits shall be conducted between the  
9 employer and one coalition of all the exclusive bargaining  
10 representatives subject to this chapter. The exclusive bargaining  
11 representatives for employees that are subject to chapter 47.64 RCW  
12 shall bargain the dollar amount expended on behalf of each employee  
13 for health care benefits with the employer as part of the coalition  
14 under this subsection. Any such provision agreed to by the employer  
15 and the coalition shall be included in all master collective  
16 bargaining agreements negotiated by the parties. For institutions of  
17 higher education, promotional preferences and the number of names to  
18 be certified for vacancies shall be bargained under the provisions of  
19 RCW 41.80.010(4). For agreements covering the 2013-2015 fiscal  
20 biennium, any agreement between the employer and the coalition  
21 regarding the dollar amount expended on behalf of each employee for  
22 health care benefits is a separate agreement and shall not be  
23 included in the master collective bargaining agreements negotiated by  
24 the parties.

25           (b) Beginning January 1, 2028, matters subject to bargaining  
26 include the benchmark descriptions and job classifications that will  
27 be used by the office of financial management in conducting salary  
28 surveys. Negotiations must be conducted between the employer and one  
29 coalition of all bargaining representatives representing specific  
30 classifications.

31           (4) The employer and the exclusive bargaining representative  
32 shall not agree to any proposal that would prevent the implementation  
33 of approved affirmative action plans or that would be inconsistent  
34 with the comparable worth agreement that provided the basis for the  
35 salary changes implemented beginning with the 1983-1985 biennium to  
36 achieve comparable worth.

37           (5) The employer and the exclusive bargaining representative  
38 shall not bargain over matters pertaining to management rights  
39 established in RCW 41.80.040.

1           (6) Except as otherwise provided in this chapter, if a conflict  
2 exists between an executive order, administrative rule, or agency  
3 policy relating to wages, hours, and terms and conditions of  
4 employment and a collective bargaining agreement negotiated under  
5 this chapter, the collective bargaining agreement shall prevail. A  
6 provision of a collective bargaining agreement that conflicts with  
7 the terms of a statute is invalid and unenforceable.  
8           (7) This section does not prohibit bargaining that affects  
9 contracts authorized by RCW 41.06.142.  
10          (8) RCW 41.58.070 applies to uniformed personnel.

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