
SENATE BILL 5044

State of Washington

69th Legislature

2025 Regular Session

By Senators Ramos, Saldaña, Nobles, Stanford, Robinson, Shewmake, Trudeau, Valdez, Lias, Bateman, Chapman, Lovelett, Cleveland, Frame, Hasegawa, Orwall, and Wellman

Prefiled 12/13/24. Read first time 01/13/25. Referred to Committee on Labor & Commerce.

1 AN ACT Relating to allowing collective bargaining over
2 contributions for certain supplemental retirement benefits; and
3 amending RCW 41.80.040.

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

5 **Sec. 1.** RCW 41.80.040 and 2020 c 357 s 913 are each amended to
6 read as follows:

7 (1) The employer shall not bargain over rights of management
8 which, in addition to all powers, duties, and rights established by
9 constitutional provision or statute, shall include but not be limited
10 to the following:

11 ~~((1))~~ (a) The functions and programs of the employer, the use
12 of technology, and the structure of the organization;

13 ~~((2))~~ (b) The employer's budget, which includes for purposes of
14 any negotiations conducted during the 2019-2021 fiscal biennium any
15 specification of the funds or accounts that must be appropriated by
16 the legislature to fulfill the terms of an agreement, and the size of
17 the agency workforce, including determining the financial basis for
18 layoffs;

19 ~~((3))~~ (c) The right to direct and supervise employees;

1 (~~(4)~~) (d) The right to take whatever actions are deemed
2 necessary to carry out the mission of the state and its agencies
3 during emergencies; and

4 (~~(5)~~) (e) Retirement plans and retirement benefits administered
5 by the department of retirement systems.

6 (2) Subsection (1)(e) of this section does not prevent the
7 employer from bargaining over contributions for supplemental
8 retirement benefits administered by, or on behalf of, an employee
9 organization, including medical plans.

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