

5363-S

Sponsor(s): Senate Committee on Labor & Workforce Development (originally sponsored by Senators Fairley, Winsley, Patterson, Franklin, Fraser, Snyder, Spanel, West, McAuliffe, Roach, Costa and Kohl-Welles; by request of Governor Locke)

Brief Title: Enacting the civil service reform act of 1999.

SB 5363-S - DIGEST

(AS OF SENATE 2ND READING 5/19/99)

Directs the board to conduct a comprehensive review of all rules in effect on the effective date of this act governing the classification, allocation, and reallocation of positions within the classified service. In conducting this review, the board shall consult with state agencies, institutions of higher education, employee organizations, and members of the general public. The department shall assist the board in the conduct of this review, which shall be completed by the board no later than July 1, 2000.

Provides that, by March 15, 2001, the board shall adopt new rules governing the classification, allocation, and reallocation of positions in the classified service. In adopting such rules, the board shall adhere to the following goals: (1) To improve the effectiveness and efficiency of the delivery of services to the citizens of the state through the use of current personnel management processes and to promote a workplace where the overall focus is on the recipient of governmental services;

(2) to develop a simplified classification system that will substantially reduce the number of job classifications in the classified service and facilitate the most effective use of the state personnel resources;

(3) to develop a classification system to permit state agencies to respond flexibly to changing technologies, economic and social conditions, and the needs of its citizens;

(4) to value workplace diversity;

(5) to facilitate the reorganization and decentralization of governmental services; and

(6) to enhance mobility and career advancement opportunities.

Authorizes a department, agency, or institution of higher education to purchase services provided by employees in classified service under this chapter by contracting with individuals, nonprofit organizations, businesses, or other entities.

Requires any department, agency, or institution of higher education that intends to purchase services under this act to demonstrate that the contract results in savings or efficiency improvements.

Abolishes the personnel appeals board and its powers, duties, and functions are hereby transferred to the Washington personnel resources board.

Provides for collective bargaining reform.

Declares that nothing contained in this act permits or grants to any employee the right to strike or refuse to perform his or her official duties.

Designates what constitutes unfair labor practices and designates procedures to remedy violations.

Provides that all powers, duties, and functions of the department of personnel pertaining to collective bargaining are transferred to the public employment relations commission except mediation of grievances and contracts, arbitration of grievances and contracts, and unfair labor practices, filed under a collective bargaining agreement existing before the effective date of this act.

Creates the office of financial management's labor relations service account in the custody of the state treasurer to be used as a revolving fund for the payment of labor relations services required for the negotiation of the collective bargaining agreements entered into under this act.

Limits the number of managers in an agency to ten percent.

Provides that contracting out must not lessen wages and benefits.

Requires agencies to assist workers displaced by contracting out.

Repeals various existing statutes.