

1 **SHB 2540 - H AMD 0190 Withdrawn 2-18-02**

2 By Representative ____

3 On page 3, after line 31, insert the following:

4 "(3) RCW 41.56.080 does not apply to the bargaining unit of
5 employees under this section, and the following applies:

6 (a) The commission must certify the bargaining representative that
7 has been determined to represent a majority of employees in the
8 bargaining unit as the exclusive bargaining representative, and no more
9 than one exclusive bargaining representative may be certified at any
10 one time for the bargaining unit. However, the exclusive bargaining
11 representative is required to represent only those employees in the
12 bargaining unit who are members of the exclusive bargaining
13 representative. A collective bargaining agreement negotiated between
14 the exclusive bargaining representative and the University applies only
15 to the bargaining unit employees who are members of the exclusive
16 bargaining representative.

17 (b) An employee in the bargaining unit may, at any time, present
18 his or her grievance to the University and have the grievance adjusted
19 without the intervention of the exclusive bargaining representative.
20 However, for those employees who are members of the exclusive
21 bargaining representative, such adjustment must not be inconsistent
22 with the terms of the agreement then in effect, and the exclusive
23 bargaining representative must be given reasonable opportunity to be
24 present at any initial meeting called for resolution of the grievance."

EFFECT: The amendment requires the exclusive bargaining representative to represent only those employees in the bargaining unit who are union members, and specifies that the Public Employment Relations Commission may certify only one exclusive bargaining representative at any one time. A collective bargaining agreement negotiated by the University and the exclusive bargaining representative would cover only those employees who are union members. Employees in the bargaining unit who are not union members would be able to present grievances to the University without the union's intervention.