

---

**Commerce & Labor Committee**

---

**HB 2664**

**Brief Description:** Allowing the state patrol to bargain for rates of pay and wage levels.

**Sponsors:** Representatives Conway, Delvin, Simpson, G., O'Brien, Cooper, Dunshee, Ormsby, Chase, Morrell, McIntire, Miloscia, Wood, Lovick and Kirby.

**Brief Summary of Bill**

- Includes rates of pay or wage levels in the subjects over which the Washington State Patrol is required to bargain collectively with its officers.

**Hearing Date:** 1/29/04

**Staff:** Chris Cordes (786-7103).

**Background:**

Employees of cities, counties, and other political subdivisions of the state bargain their wages and working conditions under the Public Employees' Collective Bargaining Act (PECBA). The Washington State Patrol is also subject to the PECBA with respect to its appointed officers.

Under the PECBA, the employer and exclusive bargaining representative have a mutual obligation to negotiate in good faith over specified mandatory subjects of bargaining: grievance procedures and personnel matters, including wages, hours, and working conditions. With respect to negotiations between the Washington State Patrol and its appointed officers, the subjects of bargaining include wage-related matters, but negotiations are prohibited over rates of pay, wage levels, or matters relating to retirement benefits, health care, or other employee insurance benefits. If wage-related provisions are entered into before the Legislature approves the necessary funding, then these provisions must be conditioned on subsequent approval of the funds.

State Patrol officers and certain other law enforcement officers and fire fighters are considered "uniformed personnel." To resolve bargaining disputes involving these uniformed personnel, the PECBA requires binding interest arbitration if negotiations for a contract reach impasse and cannot be resolved through mediation.

**Summary of Bill:**

The subjects that must be bargained collectively between the Washington State Patrol and its appointed officers include rates of pay or wage levels. (Bargaining over matters relating to

retirement benefits or health care and other employee insurance benefits continues to be prohibited.)

**Rules Authority:** The bill does not contain provisions addressing the rule-making powers of an agency.

**Appropriation:** None.

**Fiscal Note:** Not requested.

**Effective Date:** The bill takes effect 90 days after adjournment of session in which bill is passed.