
SENATE BILL 6755

State of Washington

59th Legislature

2006 Regular Session

By Senator Honeyford

Read first time 01/20/2006. Referred to Committee on Labor, Commerce, Research & Development.

1 AN ACT Relating to collective bargaining contracts with state
2 employees; and amending RCW 41.80.050 and 41.80.100.

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

4 **Sec. 1.** RCW 41.80.050 and 2002 c 354 s 306 are each amended to
5 read as follows:

6 Except as may be specifically limited by this chapter, employees
7 shall have the right to self-organization, to form, join, or assist
8 employee organizations, and to bargain collectively through
9 representatives of their own choosing for the purpose of collective
10 bargaining free from interference, restraint, or coercion. Employees
11 shall also have the right to refrain from any or all such activities
12 (~~except to the extent that they may be required to pay a fee to an~~
13 ~~exclusive bargaining representative under a union security provision~~
14 ~~authorized by this chapter)).~~

15 **Sec. 2.** RCW 41.80.100 and 2002 c 354 s 311 are each amended to
16 read as follows:

17 (1) A collective bargaining agreement may contain a union security
18 provision requiring as a condition of employment the payment, no later

1 than the thirtieth day following the beginning of employment or July 1,
2 2004, whichever is later, of an agency shop fee to the employee
3 organization that is the exclusive bargaining representative for the
4 bargaining unit in which the employee is employed. The amount of the
5 fee shall be equal to the amount required to become a member in good
6 standing of the employee organization. Each employee organization
7 shall establish a procedure by which any employee so requesting may pay
8 a representation fee no greater than the part of the membership fee
9 that represents a pro rata share of expenditures for purposes germane
10 to the collective bargaining process, to contract administration, or to
11 pursuing matters affecting wages, hours, and other conditions of
12 employment. However, the union security provision shall not be renewed
13 or extended beyond July 1, 2007.

14 (2) An employee who is covered by a union security provision and
15 who asserts a right of nonassociation based on bona fide religious
16 tenets, or teachings of a church or religious body of which the
17 employee is a member, shall, as a condition of employment, make
18 payments to the employee organization, for purposes within the program
19 of the employee organization as designated by the employee that would
20 be in harmony with his or her individual conscience. The amount of the
21 payments shall be equal to the periodic dues and fees uniformly
22 required as a condition of acquiring or retaining membership in the
23 employee organization minus any included monthly premiums for insurance
24 programs sponsored by the employee organization. The employee shall
25 not be a member of the employee organization but is entitled to all the
26 representation rights of a member of the employee organization.

27 (3) Upon filing with the employer the written authorization of a
28 bargaining unit employee under this chapter, the employee organization
29 that is the exclusive bargaining representative of the bargaining unit
30 shall have the exclusive right to have deducted from the salary of the
31 employee an amount equal to the fees and dues uniformly required as a
32 condition of acquiring or retaining membership in the employee
33 organization. The fees and dues shall be deducted each pay period from
34 the pay of all employees who have given authorization for the deduction
35 and shall be transmitted by the employer as provided for by agreement
36 between the employer and the employee organization.

37 (4) Employee organizations that before July 1, 2004, were entitled

1 to the benefits of this section shall continue to be entitled to these
2 benefits. However, the benefits shall not be renewed or extended
3 beyond July 1, 2007.

4 (5) A collective bargaining agreement effective July 1, 2007, and
5 beyond may not contain a union security provision requiring as a
6 condition of employment the payment of an agency shop fee to the
7 employee organization that is the exclusive bargaining representative
8 for the bargaining unit in which the employee is employed. A
9 collective bargaining agreement may not require any other fees or
10 payments as a condition of employment.

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