

HB 2079 - H AMD 195

By Representative Condotta

FAILED 3/9/2007

2 Strike everything after the enacting clause and insert the
1
3 following:

4 "NEW SECTION. **Sec. 1.** The legislature finds that it is a
5 substantial governmental interest to:

6 (1) Extend to public employees protections similar to those
7 afforded to private sector employees regarding reporting and
8 accountability for their bargaining representatives;

9 (2) Assure that a public employee's right to refrain from
10 compelled speech and from financing expenditures that are not
11 germane to the collective bargaining process or to contract
12 administration is properly balanced with the bargaining
13 representative's ability to collect dues and fees and to use them;

14 (3) Discourage corruption and mismanagement within employee
15 organizations; and

16 (4) Reduce the disputes brought under union security clauses
17 between members of a bargaining unit and their bargaining
18 representative by providing better information.

19 **Sec. 2.** RCW 28B.52.045 and 1987 c 314 s 8 are each amended to
20 read as follows:

21 (1) Upon filing with the employer the voluntary written
22 authorization of a bargaining unit employee under this chapter, the
23 employee organization which is the exclusive bargaining
24 representative of the bargaining unit shall have the right to have
25 deducted from the salary of the bargaining unit employee the
26 periodic dues and initiation fees uniformly required as a condition
27 of acquiring or retaining membership in the exclusive bargaining
28 representative. Such employee authorization shall not be
29 irrevocable for a period of more than one year. Such dues and fees
30 shall be deducted from the pay of all employees who have given
31 authorization for such deduction, and shall be transmitted by the

1 employer to the employee organization or to the depository
2 designated by the employee organization. Nothing in this section
3 obligates the employer to withhold funds for a political action
4 committee obligated to report under RCW 42.17.040.

5 (2) A collective bargaining agreement may include union
6 security provisions, but not a closed shop. If an agency shop or
7 other union security provision is agreed to, the employer shall
8 enforce any such provision by deductions from the salary of
9 bargaining unit employees affected thereby and shall transmit such
10 funds to the employee organization or to the depository designated
11 by the employee organization.

12 (3) A union security provision in a collective bargaining
13 agreement is not permitted and ceases to be binding unless the
14 employee organization that is the exclusive bargaining
15 representative of employees covered by a union security provision
16 permitted in this chapter and any affiliated organization
17 collecting dues, fees, or assessments pursuant to a union security
18 provision:

19 (a) Provide each employee with annual written notice, separate
20 from any other publication, conspicuously explaining the affected
21 employees' right to decline membership in the union and the process
22 for paying a work place representation fee, the services the
23 bargaining agent will provide for that fee, and the process for
24 receiving any funds collected as agency fees but not used for
25 purposes germane to the collective bargaining process or to
26 contract administration;

27 (b) Provide each employee with annual written notice, separate
28 from any other publication, conspicuously explaining that employees
29 have a right of nonassociation when based upon bona fide personally
30 held religious beliefs or the tenets or teachings of a church or
31 religious body of which such employee is a member, and the process
32 for exercising this right;

33 (c) Provide each employee with an annual written notice
34 specifying the financial information the exclusive bargaining
35 representative or affiliated organization will make available to
36 the affected employee upon request. Any exclusive bargaining
37 representative with annual receipts of two hundred thousand dollars
38 or more shall, on request by an affected employee, provide the

1 employee with detailed and timely information as specified in rule
2 by the commission on at least the following:

3 (i) Salary, the cost of fringe benefits, allowances, and other
4 direct or indirect disbursements to each officer of the exclusive
5 bargaining representative and to the support staff, as well as all
6 contributions to state or national affiliates and any official or
7 employee thereof;

8 (ii) All income received or the value of services furnished to
9 an exclusive bargaining representative by either a parent
10 affiliated labor organization or by any other labor organization on
11 behalf of the exclusive bargaining representative; and

12 (iii) An itemization of the total amount spent by the exclusive
13 bargaining representative for such items as contract negotiation
14 and administration, organizing activities, labor dispute
15 activities, public relations activities, political activities,
16 voter education and issue advocacy activities, contributions to
17 charitable, nonprofit, or community organizations, and travel
18 expenses;

19 (d) Permit all members of the bargaining unit equal ability to
20 affect decisions related to work place representation; and

21 (e) Do not expend or divert funds collected as work place
22 representation dues or fees to make contributions or expenditures
23 to influence an election or to operate a political committee,
24 unless an assessment for such use is affirmatively authorized by an
25 affected employee. Such authorized assessments must be segregated
26 from dues and fees collected pursuant to the collective bargaining
27 agreement and reported pursuant to RCW 42.17.040.

28 (4) An employee who is covered by a union security provision
29 and who asserts a right of nonassociation based on bona fide
30 personally held religious beliefs or the tenets or teachings of a
31 church or religious body of which such employee is a member shall
32 either have his or her right accommodated by the reduction or
33 waiver of the representation fees, or pay to a nonreligious charity
34 or other charitable organization an amount of money equivalent to
35 ((the periodic dues and initiation fees uniformly required as a
36 condition of acquiring or retaining membership in the exclusive
37 bargaining representative)) a pro rata share of expenditures for
38 purposes germane to the collective bargaining process, to contract
39 administration, or to pursuing matters affecting wages, hours, and

1 other conditions of employment. The charity shall be agreed upon
2 by the employee and the employee organization to which such
3 employee would otherwise pay the dues and fees. The employee shall
4 furnish written proof that such payments have been made. If the
5 employee and the employee organization do not reach agreement on
6 such matter, the commission shall designate the charitable
7 organization. The employee shall not be a member of the employee
8 organization but is entitled to all the representation rights of a
9 member of the employee organization.

10 **Sec. 3.** RCW 41.56.122 and 1975 1st ex.s. c 296 s 22 are each
11 amended to read as follows:

12 A collective bargaining agreement may:

13 (1) Contain union security provisions: PROVIDED, That nothing
14 in this section shall authorize a closed shop provision: PROVIDED
15 FURTHER, That agreements involving union security provisions must
16 safeguard the right of nonassociation of public employees based on
17 bona fide personally held religious beliefs or the tenets or
18 teachings of a church or religious body of which such public
19 employee is a member. Such public employee shall either have his
20 or her right accommodated by the reduction or waiver of the
21 representation fees, or pay an amount of money equivalent to
22 ((regular union dues and initiation fee—)) a pro rata share of
23 expenditures for purposes germane to the collective bargaining
24 process, to contract administration, or to pursuing matters
25 affecting wages, hours, and other conditions of employment to a
26 nonreligious charity or to another charitable organization mutually
27 agreed upon by the public employee affected and the bargaining
28 representative to which such public employee would otherwise pay
29 the dues and initiation fee. The public employee shall furnish
30 written proof that such payment has been made. If the public
31 employee and the bargaining representative do not reach agreement
32 on such matter, the commission shall designate the charitable
33 organization. ~~((When there is a conflict between any collective~~
34 ~~bargaining agreement reached by a public employer and a bargaining~~
35 ~~representative on a union security provision and any charter,~~
36 ~~ordinance, rule, or regulation adopted by the public employer or~~
37 ~~its agents, including but not limited to, a civil service~~
38 ~~commission, the terms of the collective bargaining agreement shall~~

1 ~~prevail.))~~ The employee shall not be a member of the employee
2 organization but is entitled to all the representation rights of a
3 member of the employee organization.

4 (2) Provide for binding arbitration of a labor dispute arising
5 from the application or the interpretation of the matters contained
6 in a collective bargaining agreement.

7 **Sec. 4.** RCW 41.76.045 and 2002 c 356 s 12 are each amended to
8 read as follows:

9 (1) Upon filing with the employer the voluntary written
10 authorization of a bargaining unit faculty member under this
11 chapter, the employee organization which is the exclusive
12 bargaining representative of the bargaining unit shall have the
13 right to have deducted from the salary of the bargaining unit
14 faculty member the periodic dues and initiation fees uniformly
15 required as a condition of acquiring or retaining membership in the
16 exclusive bargaining representative. Such employee authorization
17 shall not be irrevocable (~~for a period of more than one year~~).
18 Such dues and fees shall be deducted from the pay of all faculty
19 members who have given authorization for such deduction, and shall
20 be transmitted by the employer to the employee organization or to
21 the depository designated by the employee organization. Nothing in
22 this section obligates the employer to withhold funds for a
23 political action committee obligated to report under RCW 42.17.040.

24 (2) A collective bargaining agreement may include union
25 security provisions, but not a closed shop. If an agency shop or
26 other union security provision is agreed to, the employer shall
27 enforce any such provision by deductions from the salary of
28 bargaining unit faculty members affected thereby and shall transmit
29 such funds to the employee organization or to the depository
30 designated by the employee organization.

31 (3) A union security provision in a collective bargaining
32 agreement is not permitted and ceases to be binding unless the
33 employee organization that is the exclusive bargaining
34 representative of employees covered by a union security provision
35 permitted in this chapter and any affiliated organization
36 collecting dues, fees, or assessments pursuant to a union security
37 provision:

1 (a) Provide each faculty member with annual written notice,
2 separate from any other publication, conspicuously explaining the
3 affected faculty members' right to decline membership in the union
4 and the process for paying a work place representation fee, the
5 services the bargaining agent will provide for that fee, and the
6 process for receiving any funds collected as agency fees but not
7 used for purposes germane to the collective bargaining process or
8 to contract administration;

9 (b) Provide each faculty member with annual written notice,
10 separate from any other publication, conspicuously explaining that
11 faculty members have a right of nonassociation when based upon bona
12 fide personally held religious beliefs or the tenets or teachings
13 of a church or religious body of which such faculty member is a
14 member, and the process for exercising this right;

15 (c) Provide each employee with an annual written notice
16 specifying the financial information the exclusive bargaining
17 representative or affiliated organization will make available to
18 the affected employee upon request. Any exclusive bargaining
19 representative with annual receipts of two hundred thousand dollars
20 or more shall, on request by an affected employee, provide the
21 employee with detailed and timely information as specified in rule
22 by the commission on at least the following:

23 (i) Salary, the cost of fringe benefits, allowances, and other
24 direct or indirect disbursements to each officer of the exclusive
25 bargaining representative and to the support staff, as well as all
26 contributions to state or national affiliates and any official or
27 employee thereof;

28 (ii) All income received or the value of services furnished to
29 an exclusive bargaining representative by either a parent
30 affiliated labor organization or by any other labor organization on
31 behalf of the exclusive bargaining representative; and

32 (iii) An itemization of the total amount spent by the exclusive
33 bargaining representative for such items as contract negotiation
34 and administration, organizing activities, labor dispute
35 activities, public relations activities, political activities,
36 voter education and issue advocacy activities, contributions to
37 charitable, nonprofit, or community organizations, and travel
38 expenses;

1 (d) Permit all members of the bargaining unit equal ability to
2 affect decisions related to work place representation; and

3 (e) Do not expend or divert funds collected as work place
4 representation dues or fees to make contributions or expenditures
5 to influence an election or to operate a political committee,
6 unless an assessment for such use is affirmatively authorized by an
7 affected faculty member. Such authorized assessments must be
8 segregated from dues and fees collected pursuant to the collective
9 bargaining agreement and reported pursuant to RCW 42.17.040.

10 (4) A faculty member who is covered by a union security
11 provision and who asserts a right of nonassociation based on bona
12 fide personally held religious beliefs or the tenets or teachings
13 of a church or religious body of which such faculty member is a
14 member shall either have his or her right accommodated by the
15 reduction or waiver of the representation fees, or pay to a
16 nonreligious charity or other charitable organization an amount of
17 money equivalent to ((the periodic dues and initiation fees
18 uniformly required as a condition of acquiring or retaining
19 membership in the exclusive bargaining representative)) a pro rata
20 share of expenditures for purposes germane to the collective
21 bargaining process, to contract administration, or to pursuing
22 matters affecting wages, hours, and other conditions of employment.
23 The charity shall be agreed upon by the faculty member and the
24 employee organization to which such faculty member would otherwise
25 pay the dues and fees. The faculty member shall furnish written
26 proof that such payments have been made. If the faculty member and
27 the employee organization do not reach agreement on such matter,
28 the dispute shall be submitted to the commission for determination.
29 The employee shall not be a member of the employee organization but
30 is entitled to all the representation rights of a member of the
31 employee organization.

32 **Sec. 5.** RCW 41.59.100 and 1975 1st ex.s. c 288 s 11 are each
33 amended to read as follows:

34 (1) A collective bargaining agreement may include union
35 security provisions including an agency shop, but not a union or
36 closed shop. If an agency shop provision is agreed to, the
37 employer shall enforce it by deducting from the salary payments to
38 members of the bargaining unit the dues required of membership in

1 the bargaining representative, or, for nonmembers thereof, a fee
2 equivalent to or less than such dues. Nothing in this section
3 obligates the employer to withhold funds for a political action
4 committee obligated to report under RCW 42.17.040.

5 (2) A union security provision in a collective bargaining
6 agreement is not permitted and ceases to be binding unless the
7 employee organization that is the exclusive bargaining
8 representative of employees covered by a union security provision
9 permitted in this chapter and any affiliated organization
10 collecting dues, fees, or assessments pursuant to a union security
11 provision:

12 (a) Provide each employee with annual written notice, separate
13 from any other publication, conspicuously explaining the affected
14 employees' right to decline membership in the union and the process
15 for paying a work place representation fee, the services the
16 bargaining agent will provide for that fee, and the process for
17 receiving any funds collected as agency fees but not used for
18 purposes germane to the collective bargaining process or to
19 contract administration;

20 (b) Provide each employee with annual written notice, separate
21 from any other publication, conspicuously explaining that employees
22 have a right of nonassociation when based upon bona fide personally
23 held religious beliefs or the tenets or teachings of a church or
24 religious body of which such employee is a member, and the process
25 for exercising this right;

26 (c) Provide each employee with an annual written notice
27 specifying the financial information the exclusive bargaining
28 representative or affiliated organization will make available to
29 the affected employee upon request. Any exclusive bargaining
30 representative with annual receipts of two hundred thousand dollars
31 or more shall, on request by an affected employee, provide the
32 employee with detailed and timely information as specified in rule
33 by the commission on at least the following:

34 (i) Salary, the cost of fringe benefits, allowances, and other
35 direct or indirect disbursements to each officer of the exclusive
36 bargaining representative and to the support staff, as well as all
37 contributions to state or national affiliates and any official or
38 employee thereof;

1 (ii) All income received or the value of services furnished to
2 an exclusive bargaining representative by either a parent
3 affiliated labor organization or by any other labor organization on
4 behalf of the exclusive bargaining representative; and

5 (iii) An itemization of the total amount spent by the exclusive
6 bargaining representative for such items as contract negotiation
7 and administration, organizing activities, labor dispute
8 activities, public relations activities, political activities,
9 voter education and issue advocacy activities, contributions to
10 charitable, nonprofit, or community organizations, and travel
11 expenses;

12 (d) Permit all members of the bargaining unit equal ability to
13 affect decisions related to work place representation; and

14 (e) Do not expend or divert funds collected as work place
15 representation dues or fees to make contributions or expenditures
16 to influence an election or to operate a political committee,
17 unless an assessment for such use is affirmatively authorized by an
18 affected employee. Such authorized assessments must be segregated
19 from dues and fees collected pursuant to the collective bargaining
20 agreement and reported pursuant to RCW 42.17.040.

21 (3) All union security provisions must safeguard the right of
22 nonassociation of employees based on bona fide personally held
23 religious beliefs or the tenets or teachings of a church or
24 religious body of which such employee is a member. Such employee
25 shall either have his or her right accommodated by the reduction or
26 waiver of the representation fees, or pay an amount of money
27 equivalent to ((regular dues and fees)) a pro rata share of
28 expenditures for purposes germane to the collective bargaining
29 process, to contract administration, or to pursuing matters
30 affecting wages, hours, and other conditions of employment to a
31 nonreligious charity or to another charitable organization mutually
32 agreed upon by the employee affected and the bargaining
33 representative to which such employee would otherwise pay the dues
34 and fees. The employee shall furnish written proof that such
35 payment has been made. If the employee and the bargaining
36 representative do not reach agreement on such matter, the
37 commission shall designate the charitable organization. The
38 employee shall not be a member of the employee organization but is

1 entitled to all the representation rights of a member of the
2 employee organization.

3 **Sec. 6.** RCW 41.80.100 and 2002 c 354 s 311 are each amended to
4 read as follows:

5 (1) A collective bargaining agreement may contain a union
6 security provision requiring as a condition of employment the
7 payment, no later than the thirtieth day following the beginning of
8 employment or July 1, 2004, whichever is later, of an agency shop
9 fee to the employee organization that is the exclusive bargaining
10 representative for the bargaining unit in which the employee is
11 employed. The amount of the fee shall be equal tor less than the
12 amount required to become a member in good standing of the employee
13 organization. Each employee organization shall establish a
14 procedure by which any employee so requesting may pay a
15 representation fee no greater than the part of the membership fee
16 that represents a pro rata share of expenditures for purposes
17 germane to the collective bargaining process, to contract
18 administration, or to pursuing matters affecting wages, hours, and
19 other conditions of employment.

20 (2) A union security provision in a collective bargaining
21 agreement is not permitted and ceases to be binding unless the
22 employee organization that is the exclusive bargaining
23 representative of employees covered by a union security provision
24 permitted in this chapter and any affiliated organization
25 collecting dues, fees, or assessments pursuant to a union security
26 provision:

27 (a) Provide each employee with annual written notice, separate
28 from any other publication, conspicuously explaining the affected
29 employees' right to decline membership in the union and the process
30 for paying a work place representation fee, the services the
31 bargaining agent will provide for that fee and the process for
32 receiving any funds collected as agency fees but not used for
33 purposes germane to the collective bargaining process or to
34 contract administration;

35 (b) Provide each employee with annual written notice, separate
36 from any other publication, conspicuously explaining that employees
37 have a right of nonassociation when based upon bona fide personally
38 held religious beliefs or the tenets or teachings of a church or

1 religious body of which such employee is a member, and the process
2 for exercising this right;

3 (c) Provide each employee with an annual written notice
4 specifying the financial information the exclusive bargaining
5 representative or affiliated organization will make available to
6 the affected employee upon request. Any exclusive bargaining
7 representative with annual receipts of two hundred thousand dollars
8 or more shall, on request by an affected employee, provide the
9 employee with detailed and timely information as specified in rule
10 by the commission on at least the following:

11 (i) Salary, the cost of fringe benefits, allowances, and other
12 direct or indirect disbursements to each officer of the exclusive
13 bargaining representative and to the support staff, as well as all
14 contributions to state or national affiliates and any official or
15 employee thereof;

16 (ii) All income received or the value of services furnished to
17 an exclusive bargaining representative by either a parent
18 affiliated labor organization or by any other labor organization on
19 behalf of the exclusive bargaining representative; and

20 (iii) An itemization of the total amount spent by the exclusive
21 bargaining representative for such items as contract negotiation
22 and administration, organizing activities, labor dispute
23 activities, public relations activities, political activities,
24 voter education and issue advocacy activities, contributions to
25 charitable, nonprofit, or community organizations, and travel
26 expenses;

27 (d) Permit all members of the bargaining unit equal ability to
28 affect decisions related to work place representation; and

29 (e) Do not expend or divert funds collected as work place
30 representation dues or fees to make contributions or expenditures
31 to influence an election or to operate a political committee,
32 unless an assessment for such use is affirmatively authorized by an
33 affected employee. Such authorized assessments must be segregated
34 from dues and fees collected pursuant to the collective bargaining
35 agreement and reported pursuant to RCW 42.17.040.

36 (3) An employee who is covered by a union security provision
37 and who asserts a right of nonassociation based on bona fide
38 personally held religious beliefs or the tenets, or teachings of a
39 church or religious body of which the employee is a member,

1 shall(~~(, as a condition of employment, make payments to the~~
2 ~~employee organization, for purposes within the program of the~~
3 ~~employee organization as designated by the employee that would be~~
4 ~~in harmony with his or her individual conscience. The amount of~~
5 ~~the payments shall be equal to the periodic dues and fees uniformly~~
6 ~~required as a condition of acquiring or retaining membership in the~~
7 ~~employee organization minus any included monthly premiums for~~
8 ~~insurance programs sponsored by the employee organization)) either
9 have his or her right accommodated by the reduction or waiver of
10 the representation fees, or pay to a nonreligious charity or other
11 charitable organization an amount of money equivalent to a pro rata
12 share of expenditures for purposes germane to the collective
13 bargaining process, to contract administration, or to pursuing
14 matters affecting wages, hours, and other conditions of employment.
15 The employee shall not be a member of the employee organization but
16 is entitled to all the representation rights of a member of the
17 employee organization.~~

18 ((~~3~~)) (4) Upon filing with the employer the written
19 authorization of a bargaining unit employee under this chapter, the
20 employee organization that is the exclusive bargaining
21 representative of the bargaining unit shall have the exclusive
22 right to have deducted from the salary of the employee an amount
23 equal to the fees and dues uniformly required as a condition of
24 acquiring or retaining membership in the employee organization.
25 The fees and dues shall be deducted each pay period from the pay of
26 all employees who have given authorization for the deduction and
27 shall be transmitted by the employer as provided for by agreement
28 between the employer and the employee organization. Nothing in
29 this section obligates the employer to withhold funds for a
30 political action committee obligated to report under RCW 42.17.040.

31 ((~~4~~)) (5) Employee organizations that before July 1, 2004,
32 were entitled to the benefits of this section shall continue to be
33 entitled to these benefits.

34 **Sec. 7.** RCW 47.64.160 and 1983 c 15 s 7 are each amended to
35 read as follows:

36 (1) A collective bargaining agreement may include union
37 security provisions including an agency shop, but not a union or
38 closed shop. If an agency shop provision is agreed to, the

1 employer shall enforce it by deducting from the salary payments to
2 members of the bargaining unit the dues required of membership in
3 the bargaining representative, or, for nonmembers thereof, a fee
4 equivalent to or less than such dues. Nothing in this section
5 obligates the employer to withhold funds for a political action
6 committee obligated to report under RCW 42.17.040.

7 (2) A union security provision in a collective bargaining
8 agreement is not permitted and ceases to be binding unless the
9 employee organization that is the exclusive bargaining
10 representative of employees covered by a union security provision
11 permitted in this chapter and any affiliated organization
12 collecting dues, fees, or assessments pursuant to a union security
13 provision:

14 (a) Provide each employee with annual written notice, separate
15 from any other publication, conspicuously explaining the affected
16 employees' right to decline membership in the union and the process
17 for paying a work place representation fee, the services the
18 bargaining agent will provide for that fee, and the process for
19 receiving any funds collected as agency fees but not used for
20 purposes germane to the collective bargaining process or to
21 contract administration;

22 (b) Provide each employee with annual written notice, separate
23 from any other publication, conspicuously explaining that employees
24 have a right of nonassociation when based upon bona fide personally
25 held religious beliefs or the tenets or teachings of a church or
26 religious body of which such employee is a member, and the process
27 for exercising this right;

28 (c) Provide each employee with an annual written notice
29 specifying the financial information the exclusive bargaining
30 representative or affiliated organization will make available to
31 the affected employee upon request. Any exclusive bargaining
32 representative with annual receipts of two hundred thousand dollars
33 or more shall, on request by an affected employee, provide the
34 employee with detailed and timely information as specified in rule
35 by the commission on at least the following:

36 (i) Salary, the cost of fringe benefits, allowances, and other
37 direct or indirect disbursements to each officer of the exclusive
38 bargaining representative and to the support staff, as well as all

1 contributions to state or national affiliates and any official or
2 employee thereof;

3 (ii) All income received or the value of services furnished to
4 an exclusive bargaining representative by either a parent
5 affiliated labor organization or by any other labor organization on
6 behalf of the exclusive bargaining representative; and

7 (iii) An itemization of the total amount spent by the exclusive
8 bargaining representative for such items as contract negotiation
9 and administration, organizing activities, labor dispute
10 activities, public relations activities, political activities,
11 voter education and issue advocacy activities, contributions to
12 charitable, nonprofit, or community organizations, and travel
13 expenses;

14 (d) Permit all members of the bargaining unit equal ability to
15 affect decisions related to work place representation; and

16 (e) Do not expend or divert funds collected as work place
17 representation dues or fees to make contributions or expenditures
18 to influence an election or to operate a political committee,
19 unless an assessment for such use is affirmatively authorized by an
20 affected employee. Such authorized assessments must be segregated
21 from dues and fees collected pursuant to the collective bargaining
22 agreement and reported pursuant to RCW 42.17.040.

23 (3) All union security provisions shall safeguard the right of
24 nonassociation of employees based on bona fide personally held
25 religious beliefs or the tenets or teachings of a church or
26 religious body of which such employee is a member. Such employee
27 shall either have his or her right accommodated by the reduction or
28 waiver of the representation fees, or pay an amount of money
29 equivalent to ((regular dues and fees)) a pro rata share of
30 expenditures for purposes germane to the collective bargaining
31 process, to contract administration, or to pursuing matters
32 affecting wages, hours, and other conditions of employment to a
33 nonreligious charity or to another charitable organization mutually
34 agreed upon by the employee affected and the bargaining
35 representative to which such employee would otherwise pay the dues
36 and fees. The employee shall furnish written proof that such
37 payment has been made. If the employee and the bargaining
38 representative do not reach agreement on such matter, the
39 commission shall designate the charitable organization. The

1 employee shall not be a member of the employee organization but is
2 entitled to all the representation rights of a member of the
3 employee organization."

4 Correct the title.

EFFECT: Strikes the underlying bill. Amends RCW 28B.52.045 regarding collective bargaining agreements in higher education, RCW 41.56.122 regarding public employment collective bargaining agreements, RCW 41.76.045 regarding exclusive bargaining representation for public employees at 4-years institutions, RCW 41.59.100 regarding collection of agency shop fees, RCW 41.80.100 regarding negotiation and ratification of collective bargaining agreements for state employees, and RCW 47.64.160 regarding collective bargaining for marine employees so that there is nothing in these sections to obligate employers to withhold funds for PACs and to require pro rata accounting for actual collective bargaining and labor representation costs.

Prohibits the inclusion of a union security provision in a collective bargaining agreement unless the labor organization provides each employee with annual written notice informing the employee:

- on the right to decline membership and the process for paying only a representation fee;
- that each employee has a right of nonassociation with the organization; and
- about specific financial information of the exclusive bargaining unit.

The labor organization must also permit all members of the bargaining unit equal representation and may not use agency shop fees for political campaign contributions without affirmative authorization.