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**Commerce & Labor Committee**

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**HB 1340**

**Brief Description:** Modifying collective bargaining law to authorize providing additional compensation to academic employees at community and technical colleges.

**Sponsors:** Representatives Conway, Sells, Kenney, Sullivan, Hunt, Haigh, Appleton, Hasegawa, Pettigrew, Quall, Rolfes, Seaquist, Chase, Simpson, Campbell, Nelson, Hudgins, Ormsby, McCoy, Van De Wege, Moeller and Santos.

**Brief Summary of Bill**

- Authorizes the boards of community and technical colleges to provide additional compensation to academic employees.

**Hearing Date:** 1/27/09

**Staff:** Jill Reinmuth (786-7134)

**Background:**

Several collective bargaining laws apply to public institutions of higher education. These laws generally provide that the governing boards and the exclusive bargaining representatives have a mutual obligation to bargain in good faith over wages, hours, and terms and conditions of employment.

For faculty at four-year institutions and certain student employees at the University of Washington and Washington State University, a collective bargaining agreement may not include compensation that exceeds the amount or percentage established by the Legislature in the appropriations act. The employer, however, may provide additional compensation to faculty and certain student employees that exceeds that provided by the Legislature.

For academic employees at community and technical colleges, a contract may not include salary increases that exceed the amount or percentage established by the Legislature in the appropriations act and allocated by the State Board for Community and Technical Colleges

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*This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.*

(State Board). Any provisions pertaining to salary increases in a contract are not binding upon future actions of the Legislature. There is no provision for additional compensation.

Other laws require the boards of community and technical colleges ("college boards") to fix the college president's compensation, which may include elements other than salary. The college boards are also required to fix the salaries of faculty members and other administrative officers and employees. The State Board must adopt rules defining the permissible elements of compensation.

**Summary of Bill:**

The boards of community and technical colleges may provide additional compensation to academic employees that exceeds that provided by the Legislature.

The language specifying that provisions pertaining to salary increases in a contract are not binding upon the Legislature's future actions is stricken.

The requirement that the State Board for Community and Technical Colleges adopt rules defining the permissible elements of compensation is modified. The rules must define the permissible elements of compensation "for college presidents."

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

**Appropriation:** None.

**Fiscal Note:** Available.

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