
Commerce & Labor Committee

HB 2743

Brief Description: Addressing collective bargaining for certain employees of institutions of higher education and related boards.

Sponsors: Representatives Conway, Appleton, Green, Hasegawa, Sullivan, Rolfes, Nelson, Simpson, Chase and Hudgins.

Brief Summary of Bill

- Makes the Public Employees' Collective Bargaining Act applicable to certain managers and directors of institutions of higher education who are exempted from civil service under the Personnel System Reform Act.

Hearing Date: 1/26/10

Staff: Jill Reinmuth (786-7134).

Background:

Employees of institutions of higher education may be covered for purposes of collective bargaining under the Personnel System Reform Act (PSRA), the Public Employees' Collective Bargaining Act (PECBA), or laws applicable to faculty and academic personnel.

The PSRA applies to employees of institutions of higher education who are covered for purposes of civil service. Employees who are exempt from civil service, and therefore, from collective bargaining under the PSRA include:

- deans, directors, and chairs; and
- managerial or professional employees who have substantial responsibility for directing or controlling program operations and who are accountable for the allocation of resources and program results, the formulation of institutional policy, or carrying out personnel administration or labor relations functions, legislative relations, public information,

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development, senior computer systems and network programming, or internal audits and investigations.

The PECBA applies to employees of institutions of higher education who are exempt from civil service under the PSRA, with certain exceptions. Exempt employees who are not covered for purposes of collective bargaining under the PECBA include:

- deans, directors, and chairs;
- managers who formulate, develop, or establish institutional policy, or direct the work of an administrative unit;
- managers who manage, administer, and control a program, including its physical, financial, or personnel resources;
- managers who have substantial responsibility for human resources administration, legislative relations, public information, internal audits and investigations, or the preparation and administration of budgets; and
- managers who are functionally above the first level of supervision and exercise authority that is not merely routine or clerical in nature and requires the consistent use of independent judgment.

Summary of Bill:

The Public Employees' Collective Bargaining Act (PECBA) is made applicable to additional exempt employees of institutions of higher education, including supervisors. Exempt employees who are covered for purposes of collective bargaining under the PECBA include:

- directors;
- managers who formulate, develop, or establish institutional policy, or direct the work of an administrative unit;
- managers who manage, administer, and control a program, including its physical, financial, or personnel resources;
- managers who have substantial responsibility for human resources administration, legislative relations, public information, internal audits and investigations, or the preparation and administration of budgets; and
- managers who are functionally above the first level of supervision and exercise authority that is not merely routine or clerical in nature and requires the consistent use of independent judgment.

Appropriation: None.

Fiscal Note: Requested on January 19, 2010.

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