
HOUSE BILL 2484

State of Washington

62nd Legislature

2012 Regular Session

By Representatives Eddy, Rodne, Blake, Johnson, Takko, Asay, Kelley, Hurst, Finn, and Springer

Read first time 01/16/12. Referred to Committee on Labor & Workforce Development.

1 AN ACT Relating to setting employee salaries upon reallocation or
2 layoff action; amending RCW 41.80.040; and adding a new section to
3 chapter 41.06 RCW.

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

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 41.06 RCW
6 to read as follows:

7 An employee who is occupying a position that is reallocated to a
8 class with a lower salary range, or is appointed to a position due to
9 a layoff action, shall have his or her base salary determined according
10 to the employer's salary determination policy for the class and range
11 of the employee's new position without regard to the employee's base
12 salary in his or her previous position.

13 **Sec. 2.** RCW 41.80.040 and 2002 c 354 s 305 are each amended to
14 read as follows:

15 The employer shall not bargain over rights of management which, in
16 addition to all powers, duties, and rights established by
17 constitutional provision or statute, shall include but not be limited
18 to the following:

- 1 (1) The functions and programs of the employer, the use of
2 technology, and the structure of the organization;
- 3 (2) The employer's budget and the size of the agency workforce,
4 including determining the financial basis for layoffs;
- 5 (3) The right to direct and supervise employees;
- 6 (4) The right to take whatever actions are deemed necessary to
7 carry out the mission of the state and its agencies during emergencies;
8 ~~((and))~~
- 9 (5) Retirement plans and retirement benefits; and
- 10 (6) The adjustment of an employee's base salary upon reallocation
11 to a class with a lower salary range or appointment to a new position
12 following a layoff action.

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