

HOUSE BILL REPORT

HB 1804

As Reported by House Committee On:
Labor & Workforce Development

Title: An act relating to supplemental bargaining under the personnel system reform act.

Brief Description: Addressing supplemental bargaining under the personnel system reform act.

Sponsors: Representatives Reykdal, Hunt, Green, Fey, Sells, Pollet, Appleton, McCoy, Ryu, Ormsby and Moeller.

Brief History:

Committee Activity:

Labor & Workforce Development: 2/14/13, 2/19/13 [DP].

Brief Summary of Bill

- Requires that upon request of any party, the Governor's designee and the exclusive bargaining representative or representatives enter into supplemental bargaining of agency-specific issues for inclusion in the master collective bargaining agreement.

HOUSE COMMITTEE ON LABOR & WORKFORCE DEVELOPMENT

Majority Report: Do pass. Signed by 5 members: Representatives Sells, Chair; Reykdal, Vice Chair; Green, Moeller and Ormsby.

Minority Report: Do not pass. Signed by 4 members: Representatives Manweller, Ranking Minority Member; Condotta, Assistant Ranking Minority Member; Holy and Short.

Staff: Alexa Silver (786-7190).

Background:

The Personnel System Reform Act (PSRA) provides for collective bargaining of wages, hours, and other terms and conditions of employment with classified employees of state agencies and institutions of higher education.

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.

For purposes of negotiations, state agencies are represented by the Governor. Institutions of higher education may be represented by either their governing boards or by the Governor. The PSRA provides for multi-employer bargaining and coalition bargaining. Representatives of more than one bargaining unit must negotiate one master collective bargaining agreement covering all of the represented employees. Representatives of fewer than 500 employees must bargain in one coalition. The coalition must bargain for a master collective bargaining agreement covering all represented employees.

The Governor's designee and the exclusive bargaining representative or representatives may enter into supplemental bargaining of agency-specific issues for inclusion in or as an addendum to the master collective bargaining agreement, subject to the parties' agreement regarding the issues and procedures for supplemental bargaining. If 500 or more employees of a separately elected state official are organized in a bargaining unit, the Governor's designee must consult the elected official before an agreement is reached concerning supplemental bargaining of agency-specific issues affecting those employees.

The Governor must submit to the Legislature a request for funds necessary to implement the compensation and fringe benefit provisions in the master collective bargaining agreement or for legislation necessary to implement the agreement. The request must not be submitted to the Legislature unless it has been certified by the Director of the Office of Financial Management as being financially feasible.

Summary of Bill:

Upon the request of any party, the Governor's designee and the exclusive bargaining representative or representatives must enter into supplemental bargaining of agency-specific issues for inclusion in or as an addendum to the master collective bargaining agreement. Language requiring the parties' agreement regarding the issues and procedures for supplemental bargaining is deleted.

Appropriation: None.

Fiscal Note: Available.

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

Staff Summary of Public Testimony:

(In support) The original collective bargaining bill was patterned after other states, with a big bargaining table where many overarching issues are addressed and small tables between agencies and their workers. The promise of supplemental bargaining has not come to fruition. Supplemental bargaining must occur with workers and management from a particular agency. The statewide bargaining table cannot address the subtleties of a local

agency issue, such as radios at the Department of Corrections. The big table is unwieldy and wastes resources. This bill is not an expansion of collective bargaining. This process will result in less bargaining time, will reduce the need for union-management meetings, and will reduce the number of grievances filed.

(With concerns) This bill moves the policy away from master agreements, which are intended for uniformity among state agencies, to requiring potentially 35 bargaining tables on all items, including economic terms.

(Opposed) None.

Persons Testifying: (In support) Representative Reykdal, prime sponsor; and Greg Devereaux, Washington Federation of State Employees.

(With concerns) Julie Murray, Office of Financial Management.

Persons Signed In To Testify But Not Testifying: None.