

SHB 1575 - H AMD 347

By Representative Corry

WITHDRAWN 03/11/2020

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

3

4 "Sec. 1. RCW 28B.52.020 and 1991 c 238 s 146 are each amended  
5 to read as follows:

6 As used in this chapter:

7 (1) "Employee organization" means any organization which  
8 includes as members the academic employees of a college district and  
9 which has as one of its purposes the representation of the employees  
10 in their employment relations with the college district.

11 (2) "Academic employee" means any teacher, counselor, librarian,  
12 or department head, who is employed by any college district, whether  
13 full or part time, with the exception of the chief administrative  
14 officer of, and any administrator in, each college district.

15 (3) "Administrator" means any person employed either full or  
16 part time by the college district and who performs administrative  
17 functions as at least fifty percent or more of his or her  
18 assignments, and has responsibilities to hire, dismiss, or  
19 discipline other employees. Administrators shall not be members of  
20 the bargaining unit unless a majority of such administrators and a  
21 majority of the bargaining unit elect by secret ballot for such  
22 inclusion pursuant to rules as adopted in accordance with RCW 28B.  
23 52.080.

24 (4) "Commission" means the public employment relations commission.

25 (5) "Unfair labor practice" means any unfair labor practice  
26 listed in RCW 28B.52.073.

27

1       (6) (~~"Union security provision" means a provision in a~~  
2 ~~collective bargaining agreement under which some or all employees in~~  
3 ~~the bargaining unit may be required, as a condition of continued~~  
4 ~~employment on or after the thirtieth day following the beginning of~~  
5 ~~such employment or the effective date of the provision, whichever is~~  
6 ~~later, to become a member of the exclusive bargaining representative~~  
7 ~~or pay an agency fee equal to the periodic dues and initiation fees~~  
8 ~~uniformly required as a condition of acquiring or retaining~~  
9 ~~membership in the exclusive bargaining representative.~~

10       (7)) "Exclusive bargaining representative" means any employee  
11 organization which has:

12       (a) Been certified or recognized under this chapter as the  
13 representative of the employees in an appropriate collective  
14 bargaining unit; or

15       (b) Before July 26, 1987, been certified or recognized under a  
16 predecessor statute as the representative of the employees in a  
17 bargaining unit which continues to be appropriate under this chapter.

18       ((8)) (7) "Collective bargaining" and "bargaining" mean the  
19 performance of the mutual obligation of the representatives of the  
20 employer and the exclusive bargaining representative to meet at  
21 reasonable times to bargain in good faith in an effort to reach  
22 agreement with respect to wages, hours, and other terms and  
23 conditions of employment, such as procedures related to  
24 nonretention, dismissal, denial of tenure, and reduction in force.  
25 Prior law, practice, or interpretation shall be neither restrictive,  
26 expansive, nor determinative with respect to the scope of  
27 bargaining. A written contract incorporating any agreements reached  
28 shall be executed if requested by either party. The obligation to  
29 bargain does not compel either party to agree to a proposal or to  
30 make a concession.

31       In the event of a dispute between an employer and an exclusive  
32 bargaining representative over the matters that are terms and  
33 conditions of employment, the commission shall decide which items  
34 are mandatory subjects for bargaining.

1       **Sec. 2.** RCW 28B.52.025 and 1987 c 314 s 5 are each amended to  
2 read as follows:

3       Employees have the right to self-organization, to form, join, or  
4 assist employee organizations, to bargain collectively through  
5 representatives of their own choosing, and also have the right to  
6 refrain from any or all of these activities (~~((except to the extent~~  
7 ~~that employees may be required to make payments to an exclusive~~  
8 ~~bargaining representative or charitable organization under a union~~  
9 ~~security provision authorized in this chapter))~~).

10

11       **Sec. 3.** RCW 28B.52.045 and 2018 c 247 s 1 are each amended to  
12 read as follows:

13       (1)~~((a) A collective bargaining agreement may include union~~  
14 ~~security provisions, but not a closed shop.~~

15       ~~(b))~~) Upon written authorization of an employee within the  
16 bargaining unit and after the certification or recognition of the  
17 bargaining unit's exclusive bargaining representative, the employer  
18 must deduct from the payments to the employee the monthly amount of  
19 dues as certified by the secretary of the exclusive bargaining  
20 representative and must transmit the same to the treasurer of the  
21 exclusive bargaining representative.

22       ~~((c))~~) (2) If the employer and the exclusive bargaining  
23 representative of a bargaining unit enter into a collective  
24 bargaining agreement that(~~(d)~~

25       ~~(i) Includes a union security provision authorized under (a) of~~  
26 ~~this subsection, the employer must enforce the agreement by~~  
27 ~~deducting from the payments to bargaining unit members the dues~~  
28 ~~required for membership in the exclusive bargaining representative,~~  
29 ~~or, for nonmembers thereof, a fee equivalent to the dues; or~~

30       ~~(ii))~~) includes requirements for deductions of other payments  
31 (~~(other than the deduction under (c)(i) of this subsection)~~), the  
32 employer must make such deductions upon written authorization of the  
33 employee.

34

1       ~~((2) An employee who is covered by a union security provision~~  
2 ~~and who asserts a right of nonassociation based on bona fide~~  
3 ~~religious tenets or teachings of a church or religious body of which~~  
4 ~~such employee is a member shall pay to a nonreligious charity or~~  
5 ~~other charitable organization an amount of money equivalent to the~~  
6 ~~periodic dues and initiation fees uniformly required as a condition~~  
7 ~~of acquiring or retaining membership in the exclusive bargaining~~  
8 ~~representative. The charity shall be agreed upon by the employee and~~  
9 ~~the employee organization to which such employee would otherwise pay~~  
10 ~~the dues and fees. The employee shall furnish written proof that~~  
11 ~~such payments have been made. If the employee and the employee~~  
12 ~~organization do not reach agreement on such matter, the commission~~  
13 ~~shall designate the charitable organization.))~~

14

15       **Sec. 4.** RCW 41.56.110 and 2018 c 247 s 2 are each amended to  
16 read as follows:

17       (1) Upon the written authorization of an employee within the  
18 bargaining unit and after the certification or recognition of the  
19 bargaining unit's exclusive bargaining representative, the employer  
20 shall deduct from the payments to the employee the monthly amount of  
21 dues as certified by the secretary of the exclusive bargaining  
22 representative and shall transmit the same to the treasurer of the  
23 exclusive bargaining representative.

24       (2) If the employer and the exclusive bargaining representative  
25 of a bargaining unit enter into a collective bargaining agreement  
26 that(+

27       ~~(a) Includes a union security provision authorized under RCW~~  
28 ~~41.56.122, the employer must enforce the agreement by deducting from~~  
29 ~~the payments to bargaining unit members the dues required for~~  
30 ~~membership in the exclusive bargaining representative, or, for~~  
31 ~~nonmembers thereof, a fee equivalent to the dues; or~~

32       ~~(b))~~ includes requirements for deductions of other payments  
33 ~~((other than the deduction under (a) of this subsection)), the~~

34

1 employer must make such deductions upon written authorization of the  
2 employee.

3

4 **Sec. 5.** RCW 41.56.113 and 2018 c 278 s 29 are each amended to  
5 read as follows:

6 (1) This subsection (1) applies only if the state makes the  
7 payments directly to a provider.

8 (a) Upon the written authorization of an individual provider who  
9 contracts with the department of social and health services, a  
10 family child care provider, an adult family home provider, or a  
11 language access provider within the bargaining unit and after the  
12 certification or recognition of the bargaining unit's exclusive  
13 bargaining representative, the state as payor, but not as the  
14 employer, shall, subject to (c) of this subsection, deduct from the  
15 payments to an individual provider who contracts with the department  
16 of social and health services, a family child care provider, an  
17 adult family home provider, or a language access provider the  
18 monthly amount of dues as certified by the secretary of the  
19 exclusive bargaining representative and shall transmit the same to  
20 the treasurer of the exclusive bargaining representative.

21 (b) If the governor and the exclusive bargaining representative  
22 of a bargaining unit of individual providers who contract with the  
23 department of social and health services, family child care  
24 providers, adult family home providers, or language access providers  
25 enter into a collective bargaining agreement that((+

26 ~~(i) Includes a union security provision authorized in RCW~~  
27 ~~41.56.122, the state as payor, but not as the employer, shall,~~  
28 ~~subject to (c) of this subsection, enforce the agreement by~~  
29 ~~deducting from the payments to bargaining unit members the dues~~  
30 ~~required for membership in the exclusive bargaining representative,~~  
31 ~~or, for nonmembers thereof, a fee equivalent to the dues; or~~

32 (ii)) includes requirements for deductions of other payments  
33 ~~((other than the deduction under (b)(i) of this subsection)),~~ the  
34 state, as payor, but not as the employer, shall, subject to (c) of

1 this subsection, make such deductions upon written authorization of  
2 the individual provider, family child care provider, adult family  
3 home provider, or language access provider.

4 (c)(i) The initial additional costs to the state in making  
5 deductions from the payments to individual providers, family child  
6 care providers, adult family home providers, and language access  
7 providers under this section shall be negotiated, agreed upon in  
8 advance, and reimbursed to the state by the exclusive bargaining  
9 representative.

10 (ii) The allocation of ongoing additional costs to the state in  
11 making deductions from the payments to individual providers, family  
12 child care providers, adult family home providers, or language  
13 access providers under this section shall be an appropriate subject  
14 of collective bargaining between the exclusive bargaining  
15 representative and the governor unless prohibited by another  
16 statute. If no collective bargaining agreement containing a  
17 provision allocating the ongoing additional cost is entered into  
18 between the exclusive bargaining representative and the governor, or  
19 if the legislature does not approve funding for the collective  
20 bargaining agreement as provided in RCW 74.39A.300, 41.56.028,  
21 41.56.029, or 41.56.510, as applicable, the ongoing additional costs  
22 to the state in making deductions from the payments to individual  
23 providers, family child care providers, adult family home providers,  
24 or language access providers under this section shall be negotiated,  
25 agreed upon in advance, and reimbursed to the state by the exclusive  
26 bargaining representative.

27 ~~((d) The governor and the exclusive bargaining representative~~  
28 ~~of a bargaining unit of family child care providers may not enter~~  
29 ~~into a collective bargaining agreement that contains a union~~  
30 ~~security provision unless the agreement contains a process, to be~~  
31 ~~administered by the exclusive bargaining representative of a~~  
32 ~~bargaining unit of family child care providers, for hardship~~  
33 ~~dispensation for license exempt family child care providers who are~~  
34

1 ~~also temporary assistance for needy families recipients or WorkFirst~~  
2 ~~participants.)~~)

3 (2) This subsection (2) applies only if the state does not make  
4 the payments directly to a language access provider. ~~((a))~~ Upon  
5 the written authorization of a language access provider within the  
6 bargaining unit and after the certification or recognition of the  
7 bargaining unit's exclusive bargaining representative, the state  
8 shall require through its contracts with third parties that:

9 ~~((i))~~ (a) The monthly amount of dues as certified by the  
10 secretary of the exclusive bargaining representative be deducted  
11 from the payments to the language access provider and transmitted to  
12 the treasurer of the exclusive bargaining representative; and

13 ~~((ii))~~ (b) A record showing that dues have been deducted as  
14 specified in (a)~~((i))~~ of this subsection be provided to the state.

15 ~~((b) If the governor and the exclusive bargaining~~  
16 ~~representative of the bargaining unit of language access providers~~  
17 ~~enter into a collective bargaining agreement that includes a union~~  
18 ~~security provision authorized in RCW 41.56.122, the state shall~~  
19 ~~enforce the agreement by requiring through its contracts with third~~  
20 ~~parties that:~~

21 ~~(i) The monthly amount of dues required for membership in the~~  
22 ~~exclusive bargaining representative as certified by the secretary of~~  
23 ~~the exclusive bargaining representative, or, for nonmembers thereof,~~  
24 ~~a fee equivalent to the dues, be deducted from the payments to the~~  
25 ~~language access provider and transmitted to the treasurer of the~~  
26 ~~exclusive bargaining representative; and~~

27 ~~(ii) A record showing that dues or fees have been deducted as~~  
28 ~~specified in (a)(i) of this subsection be provided to the state.)~~)

29 (3) This subsection (3) applies only to individual providers who  
30 contract with the department of social and health services. ~~((If the~~  
31 ~~governor and the exclusive bargaining representative of a bargaining~~  
32 ~~unit of individual providers enter into a collective bargaining~~  
33 ~~agreement that meets the requirements in subsection (1)(b)(i) or~~  
34 ~~(ii) of this section, and the state as payor, but not as the~~

1 employer, contracts with a third party entity to perform its  
2 obligations as set forth in those subsections, and that third party  
3 contracts with the exclusive bargaining representative to perform  
4 voluntary deductions for individual providers, the exclusive  
5 bargaining representative may direct the third party to make the  
6 deductions required by the collective bargaining agreement, at the  
7 expense of the exclusive bargaining representative, so long as such  
8 deductions by the exclusive bargaining representative do not  
9 conflict with any federal or state law.))

10

11 **Sec. 6.** RCW 41.56.122 and 1975 1st ex.s. c 296 s 22 are each  
12 amended to read as follows:

13 A collective bargaining agreement may((÷

14 ~~(1) Contain union security provisions: PROVIDED, That nothing in~~  
15 ~~this section shall authorize a closed shop provision: PROVIDED-~~  
16 ~~FURTHER, That agreements involving union security provisions must-~~  
17 ~~safeguard the right of nonassociation of public employees based on-~~  
18 ~~bona fide religious tenets or teachings of a church or religious-~~  
19 ~~body of which such public employee is a member. Such public employee~~  
20 ~~shall pay an amount of money equivalent to regular union dues and-~~  
21 ~~initiation fee to a nonreligious charity or to another charitable-~~  
22 ~~organization mutually agreed upon by the public employee affected-~~  
23 ~~and the bargaining representative to which such public employee-~~  
24 ~~would otherwise pay the dues and initiation fee. The public employee~~  
25 ~~shall furnish written proof that such payment has been made. If the-~~  
26 ~~public employee and the bargaining representative do not reach-~~  
27 ~~agreement on such matter, the commission shall designate the-~~  
28 ~~charitable organization. When there is a conflict between any-~~  
29 ~~collective bargaining agreement reached by a public employer and a-~~  
30 ~~bargaining representative on a union security provision and any-~~  
31 ~~charter, ordinance, rule, or regulation adopted by the public-~~  
32 ~~employer or its agents, including but not limited to, a civil-~~  
33 ~~service commission, the terms of the collective bargaining agreement~~  
34 ~~shall prevail.~~



1       ~~(2))~~) provide for binding arbitration of a labor dispute arising  
2 from the application or the interpretation of the matters contained  
3 in a collective bargaining agreement.

4

5       **Sec. 7.** RCW 41.59.060 and 2018 c 247 s 3 are each amended to  
6 read as follows:

7       (1) Employees shall have the right to self-organization, to  
8 form, join, or assist employee organizations, to bargain  
9 collectively through representatives of their own choosing, and  
10 shall also have the right to refrain from any or all of such  
11 activities (~~except to the extent that employees may be required to~~  
12 ~~pay a fee to any employee organization under an agency shop~~  
13 ~~agreement authorized in this chapter~~)).

14       (2)(a) Upon written authorization of an employee within the  
15 bargaining unit and after the certification or recognition of the  
16 bargaining unit's exclusive bargaining representative, the employer  
17 must deduct from the payments to the employee the monthly amount of  
18 dues as certified by the secretary of the exclusive bargaining  
19 representative and must transmit the same to the treasurer of the  
20 exclusive bargaining representative.

21       (b) If the employer and the exclusive bargaining representative  
22 of a bargaining unit enter into a collective bargaining agreement  
23 that(~~+~~

24       ~~(i) Includes a union security provision authorized under RCW~~  
25 ~~41.59.100, the employer must enforce the agreement by deducting from~~  
26 ~~the payments to bargaining unit members the dues required for~~  
27 ~~membership in the exclusive bargaining representative, or, for~~  
28 ~~nonmembers thereof, a fee equivalent to the dues; or~~

29       ~~(ii))~~) includes requirements for deductions of other payments  
30 (~~other than the deduction under (b)(i) of this subsection~~)), the  
31 employer must make such deductions upon written authorization of the  
32 employee.

33

34

1       **Sec. 8.** RCW 41.76.045 and 2018 c 247 s 4 are each amended to  
2 read as follows:

3       (1)(a) (~~(A collective bargaining agreement may include union-~~  
4 ~~security provisions, but not a closed shop.~~

5       ~~(b))~~) Upon written authorization of an employee within the  
6 bargaining unit and after the certification or recognition of the  
7 bargaining unit's exclusive bargaining representative, the employer  
8 must deduct from the payments to the employee the monthly amount of  
9 dues as certified by the secretary of the exclusive bargaining  
10 representative and must transmit the same to the treasurer of the  
11 exclusive bargaining representative.

12       (~~(c))~~) (b) If the employer and the exclusive bargaining  
13 representative of a bargaining unit enter into a collective  
14 bargaining agreement that(~~(c~~

15       ~~(i) Includes a union security provision authorized under (a) of~~  
16 ~~this subsection, the employer must enforce the agreement by~~  
17 ~~deducting from the payments to bargaining unit members the dues~~  
18 ~~required for membership in the exclusive bargaining representative,~~  
19 ~~or, for nonmembers thereof, a fee equivalent to the dues; or~~

20       ~~(ii))~~) includes requirements for deductions of other payments  
21 (~~other than the deduction under (c)(i) of this subsection~~), the  
22 employer must make such deductions upon written authorization of the  
23 employee.

24       (~~(2) A faculty member who is covered by a union security~~  
25 ~~provision and who asserts a right of nonassociation based on bona-~~  
26 ~~fide religious tenets or teachings of a church or religious body of~~  
27 ~~which such faculty member is a member shall pay to a nonreligious-~~  
28 ~~charity or other charitable organization an amount of money~~  
29 ~~equivalent to the periodic dues and initiation fees uniformly~~  
30 ~~required as a condition of acquiring or retaining membership in the~~  
31 ~~exclusive bargaining representative. The charity shall be agreed-~~  
32 ~~upon by the faculty member and the employee organization to which~~  
33 ~~such faculty member would otherwise pay the dues and fees. The~~  
34 ~~faculty member shall furnish written proof that such payments have~~

1 ~~been made. If the faculty member and the employee organization do-~~  
2 ~~not reach agreement on such matter, the dispute shall be submitted-~~  
3 ~~to the commission for determination.))~~

4

5 **Sec. 9.** RCW 41.80.050 and 2002 c 354 s 306 are each amended to  
6 read as follows:

7 Except as may be specifically limited by this chapter, employees  
8 shall have the right to self-organization, to form, join, or assist  
9 employee organizations, and to bargain collectively through  
10 representatives of their own choosing for the purpose of collective  
11 bargaining free from interference, restraint, or coercion. Employees  
12 shall also have the right to refrain from any or all such activities  
13 ~~((except to the extent that they may be required to pay a fee to an-~~  
14 ~~exclusive bargaining representative under a union security provision~~  
15 ~~authorized by this chapter)).~~

16

17 **Sec. 10.** RCW 41.80.100 and 2018 c 247 s 5 are each amended to  
18 read as follows:

19 (1) ~~((A collective bargaining agreement may contain a union-~~  
20 ~~security provision requiring as a condition of employment the-~~  
21 ~~payment, no later than the thirtieth day following the beginning of-~~  
22 ~~employment or July 1, 2004, whichever is later, of an agency shop-~~  
23 ~~fee to the employee organization that is the exclusive bargaining-~~  
24 ~~representative for the bargaining unit in which the employee is-~~  
25 ~~employed. The amount of the fee shall be equal to the amount-~~  
26 ~~required to become a member in good standing of the employee-~~  
27 ~~organization. Each employee organization shall establish a procedure~~  
28 ~~by which any employee so requesting may pay a representation fee no-~~  
29 ~~greater than the part of the membership fee that represents a pro-~~  
30 ~~rata share of expenditures for purposes germane to the collective-~~  
31 ~~bargaining process, to contract administration, or to pursuing-~~  
32 ~~matters affecting wages, hours, and other conditions of employment.~~

33 (2) ~~An employee who is covered by a union security provision and~~  
34 ~~who asserts a right of nonassociation based on bona fide religious-~~

1 ~~tenets, or teachings of a church or religious body of which the~~  
2 ~~employee is a member, shall, as a condition of employment, make~~  
3 ~~payments to the employee organization, for purposes within the~~  
4 ~~program of the employee organization as designated by the employee~~  
5 ~~that would be in harmony with his or her individual conscience. The~~  
6 ~~amount of the payments shall be equal to the periodic dues and fees~~  
7 ~~uniformly required as a condition of acquiring or retaining~~  
8 ~~membership in the employee organization minus any included monthly~~  
9 ~~premiums for insurance programs sponsored by the employee~~  
10 ~~organization. The employee shall not be a member of the employee~~  
11 ~~organization but is entitled to all the representation rights of a~~  
12 ~~member of the employee organization.~~

13       ~~(3)(a))~~ Upon written authorization of an employee within the  
14 bargaining unit and after the certification or recognition of the  
15 bargaining unit's exclusive bargaining representative, the employer  
16 must deduct from the payments to the employee the monthly amount of  
17 dues as certified by the secretary of the exclusive bargaining  
18 representative and must transmit the same to the treasurer of the  
19 exclusive bargaining representative.

20       ~~((b))~~ (2) If the employer and the exclusive bargaining  
21 representative of a bargaining unit enter into a collective  
22 bargaining agreement that(~~(+~~

23       ~~(i)~~ ~~Includes a union security provision authorized under~~  
24 ~~subsection (1) of this section, the employer must enforce the~~  
25 ~~agreement by deducting from the payments to bargaining unit members~~  
26 ~~the dues required for membership in the exclusive bargaining~~  
27 ~~representative, or, for nonmembers thereof, a fee equivalent to the~~  
28 ~~dues; or~~

29       ~~(ii))~~ includes requirements for deductions of other payments  
30 ~~((other than the deduction under (b)(i) of this subsection)),~~ the  
31 employer must make such deductions upon written authorization of the  
32 employee.

33

34

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

4

5       **Sec. 11.** RCW 47.64.160 and 1983 c 15 s 7 are each amended to  
6 read as follows:

7       A collective bargaining agreement may include ~~((union security~~  
8 ~~provisions including an agency shop, but not a union or closed shop.~~  
9 ~~If an agency shop provision is agreed to,))~~ a provision for members  
10 of the bargaining unit to authorize the deduction of membership dues  
11 from their salary, and the employer shall enforce it by deducting  
12 from the salary payments to members of the bargaining unit the dues  
13 required of membership ~~((in the bargaining representative, or, for~~  
14 ~~nonmembers thereof, a fee equivalent to such dues. All union~~  
15 ~~security provisions shall safeguard the right of nonassociation of~~  
16 ~~employees based on bona fide religious tenets or teachings of a~~  
17 ~~church or religious body of which such employee is a member. Such~~  
18 ~~employee shall pay an amount of money equivalent to regular dues and~~  
19 ~~fees to a nonreligious charity or to another charitable organization~~  
20 ~~mutually agreed upon by the employee affected and the bargaining~~  
21 ~~representative to which such employee would otherwise pay the dues~~  
22 ~~and fees. The employee shall furnish written proof that such payment~~  
23 ~~has been made. If the employee and the bargaining representative do~~  
24 ~~not reach agreement on such matter, the commission shall designate~~  
25 ~~the charitable organization)).~~

26

27       **Sec. 12.** RCW 49.39.080 and 2018 c 247 s 6 are each amended to  
28 read as follows:

29       (1) Upon the written authorization of an employee within the  
30 bargaining unit and after the certification or recognition of the  
31 bargaining unit's exclusive bargaining representative, the employer  
32 must deduct from the payments to the employee the monthly amount of  
33 dues as certified by the secretary of the exclusive bargaining  
34

1 representative and must transmit the same to the treasurer of the  
2 exclusive bargaining representative.

3 (2) If the employer and the exclusive bargaining representative  
4 of a bargaining unit enter into a collective bargaining agreement  
5 that((÷

6 ~~(a) Includes a union security provision authorized under RCW-~~  
7 ~~49.39.090, the employer must enforce the agreement by deducting from~~  
8 ~~the payments to bargaining unit members the dues required for~~  
9 ~~membership in the exclusive bargaining representative, or, for~~  
10 ~~nonmembers thereof, a fee equivalent to the dues; or~~

11 ~~(b))~~ includes requirements for deductions of other payments  
12 ~~((other than the deduction under (a) of this subsection)), the~~  
13 employer must make such deductions upon written authorization of the  
14 employee.

15

16 **Sec. 13.** RCW 49.39.090 and 2010 c 6 s 10 are each amended to  
17 read as follows:

18 A collective bargaining agreement may((÷

19 ~~(1) Contain union security provisions. However, nothing in this~~  
20 ~~section authorizes a closed shop provision. Agreements involving~~  
21 ~~union security provisions must safeguard the right of nonassociation~~  
22 ~~of employees based on bona fide religious tenets or teachings of a~~  
23 ~~church or religious body of which the symphony musician is a member.~~  
24 ~~The symphony musician must pay an amount of money equivalent to~~  
25 ~~regular union dues and initiation fee to a nonreligious charity or~~  
26 ~~to another charitable organization mutually agreed upon by the~~  
27 ~~symphony musician affected and the bargaining representative to~~  
28 ~~which the symphony musician would otherwise pay the dues and~~  
29 ~~initiation fee. The symphony musician must furnish written proof~~  
30 ~~that the payment has been made. If the symphony musician and the~~  
31 ~~bargaining representative do not reach agreement on this matter, the~~  
32 ~~commission must designate the charitable organization;~~

33

34

1       (2)) provide for binding arbitration of a labor dispute arising  
2 from the application or the interpretation of the matters contained  
3 in a collective bargaining agreement.

4  
5       NEW SECTION.   **Sec. 14.**   RCW 41.59.100 (Union security provisions  
6 —Scope—Agency shop provision, collection of dues or fees) and 1975  
7 1st ex.s. c 288 s 11 are each repealed.

8  
9       NEW SECTION.   **Sec. 15.**   If any provision of this act or its  
10 application to any person or circumstance is held invalid, the  
11 remainder of the act or the application of the provision to other  
12 persons or circumstances is not affected."

13  
14       Correct the title.

15  
EFFECT:   Strikes provisions of the bill regarding: (1) immunity  
from civil actions for public employers and employee organizations  
for deducting union fees from employees' salaries before the *Janus*  
decision; (2) electronic and recorded voice authorizations; and (3)  
threshold showings for cross-check procedures for certain public  
employees.

Retains provisions removing references to union security clauses.

--- END ---