

**ESSB 5689** - H AMD TO H AMD (H-2872.2/22) **1191**

By Representative Caldier

**ADOPTED 02/26/2022**

1 On page 69, after line 6 of the striking amendment, insert the  
2 following:

3 "(16)(a) For negotiation of the 2023-25 collective bargaining  
4 agreements, the department must conduct a review and analysis of the  
5 collective bargaining agreements governing state ferry employees, to  
6 identify provisions that create barriers for, or contribute to  
7 creating a disparate impact on, newly hired ferry employees, including  
8 those who are women, people of color, veterans, and other employees  
9 belonging to communities that have historically been underrepresented  
10 in the workforce. The review and analysis must include, but not be  
11 limited to, provisions regarding seniority, work assignments, and work  
12 shifts. The review and analysis must also include consultation with  
13 the governor's office of labor relations, the governor's office of  
14 equity and the attorney general's office.

15 \_\_\_\_\_ (b) When negotiating the 2023-25 collective bargaining agreements,  
16 the collective bargaining representatives for the state and ferry  
17 employee organizations shall consider the findings of the review and  
18 analysis required in (a) of this subsection and negotiate in a manner  
19 to remove identified barriers and address identified impacts so as not  
20 to perpetuate negative impacts."

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22 Renumber the remaining subsections consecutively and correct any  
23 internal references accordingly.

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EFFECT: Requires WSDOT/Ferries to conduct an analysis of  
collective bargaining agreements to identify provisions that create

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barriers to employees belonging to communities that have historically been underrepresented in the workforce. The review must include provisions relating to seniority, work assignments, and work shifts. When negotiating the 2023-25 collective bargaining agreements, the parties to the negotiations are required to consider the findings of the analysis.

FISCAL IMPACT: No net change to appropriated levels.

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