

SB 5550 - S COMM AMD

By Committee on Labor & Commerce

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

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5 **Sec. 1.** A new section is added to chapter 47.60 RCW to read as
6 follows:

7 (1) ((The)) legislature finds that the maritime sector in
8 Washington state is currently facing historic labor challenges. The
9 legislature further finds that the Washington state ferry system is
10 an essential component of the transportation system. Therefore, the
11 legislature intends that Washington state ferries implement the
12 recommendations of the joint transportation committee study on
13 workforce planning, completed in December 2022.

14 (2) Washington state ferries shall adopt a formal strategy to
15 implement diversity, equity, and inclusion directives to address
16 issues including, but not limited to, recruitment, employee
17 development, retention, and agency branding for workforce marketing
18 materials. The strategy may address specific goals and objectives of
19 diversity, equity, and inclusion efforts, training and development of
20 staff, and key performance indicators to track effectiveness of the
21 strategy.

22 (3)(a) On an annual basis, Washington state ferries shall conduct
23 • an employee survey of employees' feedback on workplace
24 conditions either via the department-wide survey or utilizing a
25 third-party consultant. The results of the survey shall be used at a
26 minimum to:

27 (i) Perform an in-depth cultural assessment;

1 (ii) Identify any issues of concern among the Washington state
2 ferries workforce; and

3 (iii) Form the basis of an action plan to remediate any cultural
4 issues identified.

5 (b) Washington state ferries shall submit a summary of survey
6 results and corresponding action planning to address cultural issues
7 to the transportation committees of the legislature and the office of
8 financial management at the time of Washington state ferries'
9 biennial budget submissions, beginning with the 2025-2027 submission.

10 (4) Washington state ferries shall continuously seek methods to
11 improve workforce development and career advancement for all
12 employees with a focus on vessel engine room and deck, terminal, and
13 Eagle Harbor maintenance facility tradespeople. In consultation with
14 labor partners, Washington state ferries shall develop programs for
15 employees to gain maritime credentials and marine pilotage required
16 by the United States coast guard, as well as transferring knowledge
17 through formalized mentorship, work shadow, or apprenticeship
18 programs. Washington state ferries shall adopt a formal policy to
19 assist applicants to gain required United States coast guard
20 documentation and maritime credentialing necessary for entry level
21 positions. Assistance to perspective employees may include both
22 financial and technical assistance.

23 (5) When possible, Washington state ferries shall partner with
24 maritime academies and training facilities to offer instruction,
25 including electronic learning, internships, or apprenticeships, to
26 current or perspective employees.

27 (6) Washington state ferries shall continuously evaluate
28 management practices concerning recruitment and hiring, staffing
29 levels, scheduling practices, compensation, and agency technology
30 needs, to optimize system and administrative performance. The
31 evaluation must include a strategy to develop or modify a staffing
32 model to forecast staffing needs and succession planning for future
33 biennia and set a target level of operational overtime.

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1 (7) At the time of Washington state ferries' biennial budget
2 submissions, beginning with the 2025-2027 submission, Washington
3 state ferries shall report staffing progress for deck, terminal,
4 maintenance shop, and engine room employees, identifying:

- 5 (a) The approximate number of employees eligible for promotion;
- 6 (b) The number of employees eligible for retirement;
- 7 (c) The number of employees who have utilized on-the-job programs
8 to gain maritime credentials or fulfill marine pilotage requirements;
9 and

10 (d) A forecast of all staffing needs and changes for the
11 subsequent biennia.

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13 **Sec. 2.** RCW 47.60.005 and 2015 3rd sp.s. c 14 s 1 are each
14 reenacted and amended to read as follows:

15 The definitions in this section apply throughout this chapter
16 unless the context clearly requires otherwise.

17 (1) "Adaptive management" means a systematic process for
18 continually improving management policies and practices by learning
19 from the outcomes of operational programs.

20 (2) "Capital plan" means the state ferry system plan developed by
21 the department as described in RCW 47.06.050(2), reviewed by the
22 commission, and reported to the transportation committees of the
23 legislature by the department.

24 (3) "Capital project" has the same meaning as used in budget
25 instructions developed by the office of financial management.

26 (4) "Commission" means the transportation commission created in
27 RCW 47.01.051.

28 (5) "Fixed price contract" means a contract that requires the
29 contractor to deliver a specified project for a set price. Change
30 orders on fixed price contracts are allowable but should be used on a
31 very limited basis.

32 (6) "Improvement project" has the same meaning as in the budget
33 instructions developed by the office of financial management. If the
34 budget instructions do not define improvement project, then it has

1 the same meaning as "program project" in the budget instructions. If
2 a project meets both the improvement project and preservation project
3 definitions in this section it must be defined as an improvement
4 project. New vessel acquisitions must be defined as improvement
5 projects.

6 (7) "Life-cycle cost analysis" means an analysis of the full net
7 present value cost of constructing and operating a vessel over its
8 life span, including capital costs, financing costs, operation and
9 maintenance costs, decommissioning costs, and variable costs
10 including fuel.

11 (8) "Life-cycle cost model" means that portion of a capital asset
12 inventory system which, among other things, is used to estimate
13 future preservation needs.

14 (9) "Maintenance cost" has the same meaning as used in budget
15 instructions developed by the office of financial management.

16 (10) "Preservation project" has the same meaning as used in
17 budget instructions developed by the office of financial management.

18 (11) "Route" means all ferry sailings from one location to
19 another, such as the Seattle to Bainbridge route or the Port Townsend
20 to Keystone route.

21 (12) "Sailing" means an individual ferry sailing for a specific
22 route, such as the 5:00 p.m. sailing from Seattle to Bremerton.

23 (13) "Travel shed" means one or more ferry routes with distinct
24 characteristics as determined by the department.

25 (14) "Washington state ferries" means the ferry division within
26 the department, as described in RCW 47.60.015.

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29 Renumber the remaining sections consecutively and correct any
30 internal references accordingly.

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1 On page 1, line ... of the title, after "...", insert "..."

EFFECT:

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