
SUBSTITUTE HOUSE BILL 1200

State of Washington

68th Legislature

2023 Regular Session

By House Labor & Workplace Standards (originally sponsored by Representatives Alvarado, Bronoske, Fitzgibbon, Berry, Bateman, Reed, Simmons, Bergquist, Ramel, Doglio, Ormsby, Ortiz-Self, Fosse, Pollet, and Chopp)

READ FIRST TIME 01/31/23.

1 AN ACT Relating to requiring public employers to provide employee
2 information to exclusive bargaining representatives; adding a new
3 section to chapter 41.56 RCW; adding a new section to chapter 41.59
4 RCW; adding a new section to chapter 28B.52 RCW; and adding a new
5 section to chapter 41.80 RCW.

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

7 NEW SECTION. **Sec. 1.** A new section is added to chapter 41.56
8 RCW to read as follows:

9 (1) If the employer has the information in the employer's
10 records, the employer shall provide to the exclusive bargaining
11 representative the following information for each employee in an
12 appropriate bargaining unit:

13 (a) The employee's name and date of hire;

14 (b) The employee's contact information, including: (i) Cellular,
15 home, and work telephone numbers; (ii) work and the most up-to-date
16 personal email addresses; and (iii) home address or personal mailing
17 address; and

18 (c) Employment information, including the employee's job title,
19 salary or rate of pay, and work site location or duty station.

20 (2) The employer must provide the information to the exclusive
21 bargaining representative in an editable digital file format:

1 (a) Within 21 business days from the date of hire for a newly
2 hired employee in an appropriate bargaining unit; and

3 (b) Every 120 business days for all employees in an appropriate
4 bargaining unit.

5 (3) When there is a state-level representative of the exclusive
6 bargaining representative for a bargaining unit, the employer may
7 provide the information to the state-level representative.

8 (4) The exclusive bargaining representative may use the
9 information provided under this section only for representation
10 purposes.

11 (5) If an employer fails to comply with this section, the
12 exclusive bargaining representative may bring a court action to
13 enforce compliance. The court may order the employer to pay costs and
14 reasonable attorneys' fees incurred by the exclusive bargaining
15 representative.

16 NEW SECTION. **Sec. 2.** A new section is added to chapter 41.59
17 RCW to read as follows:

18 Section 1 of this act applies to this chapter.

19 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.52
20 RCW to read as follows:

21 Section 1 of this act applies to this chapter.

22 NEW SECTION. **Sec. 4.** A new section is added to chapter 41.80
23 RCW to read as follows:

24 Section 1 of this act applies to the following employers subject
25 to this chapter:

- 26 (1) Western Washington University;
- 27 (2) Central Washington University;
- 28 (3) Eastern Washington University; and
- 29 (4) The Evergreen State College.

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