

CERTIFICATION OF ENROLLMENT

**SUBSTITUTE HOUSE BILL 1105**

69th Legislature  
2025 Regular Session

Passed by the House March 4, 2025  
Yeas 83 Nays 12

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**Speaker of the House of  
Representatives**

Passed by the Senate April 10, 2025  
Yeas 41 Nays 8

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**President of the Senate**

Approved

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**Governor of the State of Washington**

CERTIFICATE

I, Bernard Dean, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **SUBSTITUTE HOUSE BILL 1105** as passed by the House of Representatives and the Senate on the dates hereon set forth.

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**Chief Clerk**

FILED

**Secretary of State  
State of Washington**

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**SUBSTITUTE HOUSE BILL 1105**

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Passed Legislature - 2025 Regular Session

**State of Washington**

**69th Legislature**

**2025 Regular Session**

**By** House Appropriations (originally sponsored by Representatives Fosse, Low, Stearns, Leavitt, Berry, Ryu, Cortes, Farivar, Doglio, Paul, Goodman, Wylie, Pollet, Fey, Kloba, Nance, Lekanoff, and Bernbaum)

READ FIRST TIME 02/18/25.

1       AN ACT Relating to exempting exclusive bargaining representatives  
2       for department of corrections employees from certain provisions  
3       related to coalition bargaining; and amending RCW 41.80.010.

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

5       **Sec. 1.** RCW 41.80.010 and 2022 c 297 s 951 are each amended to  
6       read as follows:

7       (1) For the purpose of negotiating collective bargaining  
8       agreements under this chapter, the employer shall be represented by  
9       the governor or governor's designee, except as provided for  
10      institutions of higher education in subsection (4) of this section.

11      (2)(a)(i) Except as otherwise provided, if an exclusive  
12      bargaining representative represents more than one bargaining unit,  
13      the exclusive bargaining representative shall negotiate with each  
14      employer representative as designated in subsection (1) of this  
15      section one master collective bargaining agreement on behalf of all  
16      the employees in bargaining units that the exclusive bargaining  
17      representative represents.

18      (ii) For those exclusive bargaining representatives who represent  
19      fewer than a total of (~~five—hundred~~) 500 employees each,  
20      negotiation shall be by a coalition of all those exclusive bargaining  
21      representatives. The coalition shall bargain for a master collective

1 bargaining agreement covering all of the employees represented by the  
2 coalition. The governor's designee and the exclusive bargaining  
3 representative or representatives are authorized to enter into  
4 supplemental bargaining of agency-specific issues for inclusion in or  
5 as an addendum to the master collective bargaining agreement, subject  
6 to the parties' agreement regarding the issues and procedures for  
7 supplemental bargaining. Exclusive bargaining representatives that  
8 represent employees covered under chapter 41.06 RCW and exclusive  
9 bargaining representatives that represent employees exempt under  
10 chapter 41.06 RCW shall constitute separate coalitions and must  
11 negotiate separate master collective bargaining agreements. This  
12 subsection does not prohibit cooperation and coordination of  
13 bargaining between two or more exclusive bargaining representatives.

14 (b) This subsection does not apply to exclusive bargaining  
15 representatives who represent employees of institutions of higher  
16 education, except when the institution of higher education has  
17 elected to exercise its option under subsection (4) of this section  
18 to have its negotiations conducted by the governor or governor's  
19 designee under the procedures provided for general government  
20 agencies in subsections (1) through (3) of this section.

21 (c) If ((~~five hundred~~)) 500 or more employees of an independent  
22 state elected official listed in RCW 43.01.010 are organized in a  
23 bargaining unit or bargaining units under RCW 41.80.070, the official  
24 shall be consulted by the governor or the governor's designee before  
25 any agreement is reached under (a) of this subsection concerning  
26 supplemental bargaining of agency specific issues affecting the  
27 employees in such bargaining unit.

28 (d) For assistant attorneys general, the governor or the  
29 governor's designee and an exclusive bargaining representative shall  
30 negotiate one master collective bargaining agreement.

31 (e) Except for exclusive bargaining representatives that  
32 represent marine department employees at the department of  
33 corrections, this subsection does not apply to exclusive bargaining  
34 representatives who represent employees of the department of  
35 corrections that have interest arbitration rights under RCW  
36 41.80.200. For department of corrections employees, the governor or  
37 the governor's designee and an exclusive bargaining representative  
38 shall negotiate one master collective bargaining agreement.

39 (3) The governor shall submit a request for funds necessary to  
40 implement the compensation and fringe benefit provisions in the

1 master collective bargaining agreement or for legislation necessary  
2 to implement the agreement. Requests for funds necessary to implement  
3 the provisions of bargaining agreements shall not be submitted to the  
4 legislature by the governor unless such requests:

5 (a) Have been submitted to the director of the office of  
6 financial management by October 1 prior to the legislative session at  
7 which the requests are to be considered; and

8 (b) Have been certified by the director of the office of  
9 financial management as being feasible financially for the state.

10 The legislature shall approve or reject the submission of the  
11 request for funds as a whole. The legislature shall not consider a  
12 request for funds to implement a collective bargaining agreement  
13 unless the request is transmitted to the legislature as part of the  
14 governor's budget document submitted under RCW 43.88.030 and  
15 43.88.060. If the legislature rejects or fails to act on the  
16 submission, either party may reopen all or part of the agreement or  
17 the exclusive bargaining representative may seek to implement the  
18 procedures provided for in RCW 41.80.090.

19 (4)(a)(i) For the purpose of negotiating agreements for  
20 institutions of higher education, the employer shall be the  
21 respective governing board of each of the universities, colleges, or  
22 community colleges or a designee chosen by the board to negotiate on  
23 its behalf.

24 (ii) A governing board of a university or college may elect to  
25 have its negotiations conducted by the governor or governor's  
26 designee under the procedures provided for general government  
27 agencies in subsections (1) through (3) of this section, except that:

28 (A) The governor or the governor's designee and an exclusive  
29 bargaining representative shall negotiate one master collective  
30 bargaining agreement for all of the bargaining units of employees of  
31 a university or college that the representative represents; or

32 (B) If the parties mutually agree, the governor or the governor's  
33 designee and an exclusive bargaining representative shall negotiate  
34 one master collective bargaining agreement for all of the bargaining  
35 units of employees of more than one university or college that the  
36 representative represents.

37 (iii) A governing board of a community college may elect to have  
38 its negotiations conducted by the governor or governor's designee  
39 under the procedures provided for general government agencies in  
40 subsections (1) through (3) of this section.

1 (b) Prior to entering into negotiations under this chapter, the  
2 institutions of higher education or their designees shall consult  
3 with the director of the office of financial management regarding  
4 financial and budgetary issues that are likely to arise in the  
5 impending negotiations.

6 (c)(i) In the case of bargaining agreements reached between  
7 institutions of higher education other than the University of  
8 Washington and exclusive bargaining representatives agreed to under  
9 the provisions of this chapter, if appropriations are necessary to  
10 implement the compensation and fringe benefit provisions of the  
11 bargaining agreements, the governor shall submit a request for such  
12 funds to the legislature according to the provisions of subsection  
13 (3) of this section, except as provided in (c)(iii) of this  
14 subsection.

15 (ii) In the case of bargaining agreements reached between the  
16 University of Washington and exclusive bargaining representatives  
17 agreed to under the provisions of this chapter, if appropriations are  
18 necessary to implement the compensation and fringe benefit provisions  
19 of a bargaining agreement, the governor shall submit a request for  
20 such funds to the legislature according to the provisions of  
21 subsection (3) of this section, except as provided in this subsection  
22 (4)(c)(ii) and as provided in (c)(iii) of this subsection.

23 (A) If appropriations of less than (~~ten thousand dollars~~)  
24 \$10,000 are necessary to implement the provisions of a bargaining  
25 agreement, a request for such funds shall not be submitted to the  
26 legislature by the governor unless the request has been submitted to  
27 the director of the office of financial management by October 1 prior  
28 to the legislative session at which the request is to be considered.

29 (B) If appropriations of (~~ten thousand dollars~~) \$10,000 or more  
30 are necessary to implement the provisions of a bargaining agreement,  
31 a request for such funds shall not be submitted to the legislature by  
32 the governor unless the request:

33 (I) Has been submitted to the director of the office of financial  
34 management by October 1 prior to the legislative session at which the  
35 request is to be considered; and

36 (II) Has been certified by the director of the office of  
37 financial management as being feasible financially for the state.

38 (C) If the director of the office of financial management does  
39 not certify a request under (c)(ii)(B) of this subsection as being  
40 feasible financially for the state, the parties shall enter into

1 collective bargaining solely for the purpose of reaching a mutually  
2 agreed upon modification of the agreement necessary to address the  
3 absence of those requested funds. The legislature may act upon the  
4 compensation and fringe benefit provisions of the modified collective  
5 bargaining agreement if those provisions are agreed upon and  
6 submitted to the office of financial management and legislative  
7 budget committees before final legislative action on the biennial or  
8 supplemental operating budget by the sitting legislature.

9 (iii) In the case of a bargaining unit of employees of  
10 institutions of higher education in which the exclusive bargaining  
11 representative is certified during or after the conclusion of a  
12 legislative session, the legislature may act upon the compensation  
13 and fringe benefit provisions of the unit's initial collective  
14 bargaining agreement if those provisions are agreed upon and  
15 submitted to the office of financial management and legislative  
16 budget committees before final legislative action on the biennial or  
17 supplemental operating budget by the sitting legislature.

18 (5) If, after the compensation and fringe benefit provisions of  
19 an agreement are approved by the legislature, a significant revenue  
20 shortfall occurs resulting in reduced appropriations, as declared by  
21 proclamation of the governor or by resolution of the legislature,  
22 both parties shall immediately enter into collective bargaining for a  
23 mutually agreed upon modification of the agreement.

24 (6) After the expiration date of a collective bargaining  
25 agreement negotiated under this chapter, all of the terms and  
26 conditions specified in the collective bargaining agreement remain in  
27 effect until the effective date of a subsequently negotiated  
28 agreement, not to exceed one year from the expiration date stated in  
29 the agreement. Thereafter, the employer may unilaterally implement  
30 according to law.

31 (7)(a) For the 2019-2021 fiscal biennium, the legislature may  
32 approve funding for a collective bargaining agreement negotiated by a  
33 higher education institution and the Washington federation of state  
34 employees and ratified by the exclusive bargaining representative  
35 before final legislative action on the omnibus appropriations act by  
36 the sitting legislature.

37 (b) Subsection (3)(a) and (b) of this section do not apply to  
38 requests for funding made pursuant to this subsection.

39 (8)(a) For the 2021-2023 fiscal biennium, the legislature may  
40 approve funding for a collective bargaining agreement negotiated by

1 the governor or governor's designee and the Washington public  
2 employees association community college coalition and the general  
3 government agencies and ratified by the exclusive bargaining  
4 representative before final legislative action on the omnibus  
5 appropriations act by the sitting legislature.

6 (b) For the 2021-2023 fiscal biennium, the legislature may  
7 approve funding for a collective bargaining agreement negotiated  
8 between Highline Community College and the Washington public  
9 employees association and ratified by the exclusive bargaining  
10 representative before final legislative action on the omnibus  
11 appropriations act by the sitting legislature.

12 (c) For the 2021-2023 fiscal biennium, the legislature may  
13 approve funding for collective bargaining agreements negotiated  
14 between Eastern Washington University and bargaining units of the  
15 Washington federation of state employees and the public school  
16 employees association, and between Yakima Valley College and the  
17 Washington public employees association, and ratified by the  
18 exclusive bargaining representatives before final legislative action  
19 on the omnibus appropriations act by the sitting legislature.

20 (d) Subsection (3)(a) and (b) of this section does not apply to  
21 requests for funding made pursuant to this subsection.

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