

The labor bills passed and signed into law this session are in two categories. The first are a set of bills that respond to the attack on public sector unions (Janus) by strengthening current laws and expanding opportunities to collective bargaining. There are also a number of trades' bills that better ensure that there is adherence to prevailing wage and apprenticeships utilization requirements. Incredibly important policy that ensures our public projects provide living wage jobs and opportunities for our communities.

Bill #	Sponsor	Title	Short Summary
2751	Stonier	Deduction of Dues	This bill mirrors the language in the individual provider's union (SEIU775) statute that allows for automatic dues deductions without written authorization when there is a union security provision, and extends it to the other public sector statutes. This change allows for this provision to be bargained into the collective bargaining agreements. For example, the current Individual Provider agreement, which is what this bill is modeled after, allows for dues to be deducted without prior authorization, however requires that the union notify each provider that they are not required to join the union and allow the provider to opt out of paying the fee within 30 days. The current WFSE agreement, which will be changed with this language, currently provides that the employer will deduct dues, agency shop fees or a representation fee from employees who request such deduction in writing. The agreement also allows a time period by which a member can choose not to be a member and pay an agency shop fee or representation fee.
6229	Van De Wege	Bargaining Rep Access to New Employees	This bill provides that under state collective bargaining law, an employer must provide the exclusive bargaining representative reasonable access to new employees of the bargaining unit for the purpose of presenting information about the exclusive bargaining representative to the new employees. The presentation may occur at a new employee orientation or at another time mutually agreed to by the employer and the bargaining representative. No employee may be mandated to attend the meetings or presentations by the exclusive bargaining representative.
6230	Conway	Authorizes professional employees of port districts to join the union	Currently under the Public Employees Collective Bargaining Act, employees categorized as professionals are not allowed to collectively bargain. This bill allows professional employees at the port to be able to join a union if they so choose. These employees do similar work to their colleagues at cities and counties who are able to collectively bargain, so this aligns the port employees with their counterparts for the purposes of bargaining at the cities and counties.

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6231	Kuderer	Statute of limitations for unfair labor practices.	A complainant in the public sector can file an unfair labor practice against an employer or labor organization with the Public Employment Relations Commission or in superior court. The statute of limitations for both of these venues should be the same. This bill aligns the time limit for filing an unfair labor practice to 6 months for all forums for which an unfair labor practice may be filed.
6245	Soldana	Spoken Language Interpreter Services	By 2020, DSHS, HCA, DCYF, and L&I must purchase in person spoken language interpreter services directly from language access providers or through contracts with scheduling and coordinating delivery organizations, or both. The legislature reformed procurement for interpreter services for Department of Social and Health Services and Health Care Authority in 2010 and this bill requires Labor and Industries to re-examine their procurement model for injured works in light of the success of this alternative program. A new delivery model will result in administrative savings and efficiencies and could allow for a higher reimbursement rate to the interpreter actually delivering the service.
2669	Doglio	Civil Service Part Time Employment	This bill allows the Office of Financial Management (OFM) the opportunity to relook at some rules that define part time and temporary employment. State government should lead by example and review policies that exclude part time workers from collective bargaining protections and all the benefits associated with them.
BUILDING TRADES BILLS			
1672	Frame	Prevailing Wage Law Recovery	If an employer fails to pay a worker the prevailing wage owed on a public works project, the worker may file a wage complaint with L&I. If a violation is found, L&I may order the employer to pay any back pay and interest to the worker. However, there is a three-year statute of limitations for wages owed. This bill "stops the clock" on the statute of limitations if wages are subject to a determination. In cases where a wage determination takes longer than three years the worker is not impacted
1673	Doglio	Prevailing Wage Law Training for New Contractors	The bill adds a requirement for contractors or subcontractors, before bidding for or accepting a public works contract, to attend training from the Department of Labor & Industries (Department or L&I), or a training program approved by the Department, relating to public works and prevailing wage. An exception is provided for experienced contractors who have completed three or more public works projects and have had a Washington business license for at least three years.
1849	Sells	Apprenticeship Utilization	Public works contracts that are estimated to cost \$1 million or more must require that at least 15 percent of the labor hours be performed by apprentices enrolled in approved apprenticeship training programs. Apprenticeship utilization provides proper training for

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			entry level apprentices and a workforce for the future. This is sound public policy and supports contractors meeting the 15 percent utilization requirement.
1952	Blake	Enforcement of Electrical Laws	This bill gives cities that conduct electrical inspections the option to enforce state electrical licensing and certification requirements. This additional enforcement authority will provide greater local oversight, which will help ensure safety and compliance with electrical laws and better ensure that good contractors do not have to compete with illegal and underground business models.
5493	Conway	Prevailing Wage	This bill requires the Department industrial statistician to establish the prevailing rate of wage using collective bargaining agreements where they are available rather than wage surveys. This is not a significant change for the majority of counties where the survey process matches the rate of a current collective bargaining agreement. The impact and benefit will be to those mostly rural counties in which a construction trade prevailing wage is changed from a non-collectively bargained rate to one that is bargained. This helps to achieve the underlying purpose of the prevailing wage law: to ensure public projects do not erode local wage rates. Using CBA-derived rates means costs associated with training, safety, health insurance and pensions are covered by industry and workers are assured a livable wage wherever they live in Washington.
6126	Saldana	Apprenticeships for electricians	Requires applicants for a journey level electrician certificate of competency to successfully complete a Washington State Apprenticeship and Training Council (WSATC) apprenticeship program or equivalent program approved by the Department of Labor and Industries (Department or L&I) before taking the required examination.