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HOUSE BILL 2624

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State of Washington

65th Legislature

2018 Regular Session

By Representative Chapman

1 AN ACT Relating to requiring employers to provide exclusive  
2 bargaining representatives reasonable access to new employees for the  
3 purposes of presenting information about their exclusive bargaining  
4 representative; adding a new section to chapter 41.56 RCW; adding a  
5 new section to chapter 28B.52 RCW; adding a new section to chapter  
6 41.59 RCW; adding a new section to chapter 41.76 RCW; adding a new  
7 section to chapter 41.80 RCW; adding a new section to chapter 47.64  
8 RCW; and adding a new section to chapter 49.39 RCW.

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

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

12 (1)(a) The employer must provide the exclusive bargaining  
13 representative reasonable access to new employees of the bargaining  
14 unit for the purposes of presenting information about their exclusive  
15 bargaining representative to the new employee. The presentation may  
16 occur during a new employee orientation provided by the employer, or  
17 at another time mutually agreed to by the employer and the exclusive  
18 bargaining representative.

19 (b) "Reasonable access" for the purposes of this section means:

20 (i) The access to the new employee occurs within thirty days of  
21 the employee's start date within the bargaining unit;

1 (ii) The access is for no less than thirty minutes; and  
2 (iii) The access occurs during the new employee's regular work  
3 hours at the employee's regular worksite, or at a location mutually  
4 agreed to by the employer and the exclusive bargaining  
5 representative.

6 (2) Nothing in this section prohibits an employer from agreeing  
7 to longer or more frequent new employee access, but in no case may an  
8 employer agree to less access than required by this section.

9 NEW SECTION. **Sec. 2.** A new section is added to chapter 28B.52  
10 RCW to read as follows:

11 Section 1 of this act applies to this chapter.

12 NEW SECTION. **Sec. 3.** A new section is added to chapter 41.59  
13 RCW to read as follows:

14 Section 1 of this act applies to this chapter.

15 NEW SECTION. **Sec. 4.** A new section is added to chapter 41.76  
16 RCW to read as follows:

17 Section 1 of this act applies to this chapter.

18 NEW SECTION. **Sec. 5.** A new section is added to chapter 41.80  
19 RCW to read as follows:

20 Section 1 of this act applies to this chapter.

21 NEW SECTION. **Sec. 6.** A new section is added to chapter 47.64  
22 RCW to read as follows:

23 Section 1 of this act applies to this chapter.

24 NEW SECTION. **Sec. 7.** A new section is added to chapter 49.39  
25 RCW to read as follows:

26 Section 1 of this act applies to this chapter.

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