

### Revenue remains a top priority.

We will never be able to address unmet needs across government until we solve our structural budget deficit. As we see the continuing demand for cuts in the face of a budget shortfall, it's vital we **pass the Millionaires Tax AND identify short-term revenue solutions.**

- **HB 1622 (Parshley)** – Amends the management rights statute so that public employees can bargain over the implementation of AI when it would result in job loss. (H Rules)
- **SB 5379 (Stanford)/HB 1182 (Paul)** – Grants interest arbitration rights to represented employees at the Parks and Recreation Commission. (S. Labor/H. Approps)
- **HB 2091 (Reed)** –Allows unions representing state employees covered by 41.80 to receive the same employee information from the employer as every other group of public sector workers.
- **H: Doglio** – Adds solicitation to the “no commercial use” clause of the PRA, preventing unwanted solicitation using public records.
- **HB 2190 (Cortes)/SB 5944 (Cortes)** – Guarantees that interpreters at L&I have the right to bargain over the full scope of compensation, including payment for missed appointments.
- **H: Rule/ S: Cleveland** – Adds Adult Protective Services caseworkers to the Caseload Forecast Council, establishing adjustments to staffing based on caseload.
- **HB 2249 (Salahuddin)** – Removes the civil service exemption for network and systems security employees at WATech, allowing 21 classified workers to join a union.
- The state classification and compensation system has become overly broad, with classifications getting less accurate. This contributes to pay inequity across sectors, as well as the recruitment and retention crisis. **A bill from Rep. Stuebe would rectify specific issues for DOC workers** who aren't able to use in-state salary comparisons in bargaining, but we also **must amend the larger system to better meet the needs of our state workforce.**
- Governor Ferguson funded the **first phase of the DCYF Child Welfare workload model in his budget-** **the legislature must prioritize funding these FTEs** who provide lifesaving support to children and families. We **also cannot fail to address the rise in critical incidents in the child welfare system-** state laws must be updated to be clear when abuse or neglect should necessitate action from DCYF and to recognize that mental, emotional, or medical neglect or abuse of children can have substantial long-term harm.

# PUBLIC SECTOR BARGAINING: AI



**Why Rep Parshley's HB 1622 is vital  
for our state workforce (and  
beyond)!**

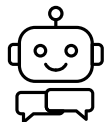
## WHAT DOES HB 1622 DO?

**HB 1622 gives unions that represent public sector employees the ability to bargain the decision to implement AI if that implementation would impact a worker's wages or how they are evaluated at work (performance evaluations).**

State employee unions already have decision bargaining rights for mandatory subjects of bargaining (wages, hours, and working conditions); HB 1622 would exempt AI from management rights to include it as a mandatory subject.



## WHAT AI IS AFFECTED?



Under state law, any decision by an employer that has an impact on the employee's wages, hours, or working conditions is subject to impact bargaining with the union, even if the decision is not bargainable. HB 1622 simply moves when that initial bargaining happens from after the decision to before- **so if AI doesn't impact state employees, it doesn't count under this bill.**

## WHAT WILL THIS COST?



The primary cost estimate comes from an assumption that state agencies will need to catalogue all existing AI use to determine if it qualifies under this bill. We disagree with this analysis.

- 1: **The state should already know what is subject to bargaining under 1622** since it would trigger under the same existing impact bargaining requirements.
- 2: WATech has a new AI policy **requiring all agencies to inventory and report AI use** within existing resources.
- 3: OFM has provided Rep Parshley with **an amendment we believe will negate most of the fiscal note.**

## WHY NOW?



Private sector workers can already bargain over AI- our public servants will be left behind. Plus, **our federal government has shown us what can happen when worker protections are not statutory-** and how vulnerable our public servants are.

## NEXT STEPS:



HB 1622 is back in House Appropriations. **We need it off the House floor** and into the Senate Labor Committee to protect our public servants!