



2019 Legislative Conference

“Let’s make some history”

Doug Nelson, January 20, 2019

Field Services and Government Relations Director



2018 election contributions

3


- 96 candidate endorsements
 - 67 democrats (70%)
 - 29 republicans (30%)
- \$102,500 contributions to candidates
 - \$69,500 (68%) democrat
 - \$33,000 (32%) republican







2019 legislative session

- 105-day session
 - Started January 14
 - April 28 concludes 😊
 - Special session?
- 



Political environment - democrats in control

- House: 57 democrats, 41 republicans
- Senate: 28 democrats / 21 republicans
(includes one democrat)
- Governor Inslee, democrat


Business to attend to this year

- Spend tax revenue for two years (July 1, 2019 to June 30, 2021)
- \$50 billion general spending (known as operating budget)
- Pass Capital Budget (build things) and Transportation Budget (move things)
- Pass important legislation



Legislative Platform

Important issues for PSE



Higher Education Agreements – PSE is seeking legislative approval and funding for:

- PSE's collective bargaining agreements at Western Washington University and Central Washington University; and,
- the PEBB coalition agreement on insurance funding for calendar years 2020 and 2021.

SEBB Agreement - PSE is seeking legislative approval and funding for the SEBB (School Employees Benefits Board) coalition agreement on insurance funding for calendar years 2020 and 2021.

Paraeducators – Over the last several years, the legislature has nearly unanimously approved several laws and passed budget provisos to support the development of a paraeducator development program. Now that the foundation has been developed, the legislature needs to provide categorical funding for each paraeducator for four days of professional development in the 2019-20 and 2020-21 school years.

Union – With the Janus decision in place, PSE asks the legislature to recognize and support clear rules requiring employers to accept voice and e-signature authorization of union dues and allowing union legal fees to be charged to free-riders.

Retirement – New employees who do not elect a retirement option when hired will default to plan 2 instead of plan 3 in both PERS and SERS.

Workplace Safety - When education employees' workplaces are safe, students can receive the education they need to reach their maximum potential. Safety improvements must continue so we can keep up with changing needs. PSE supports the following workplace safety improvements:

- training employees how to support and instruct students with behavioral disabilities,
- semi-annual active shooter training,
- de-escalation training.

Higher Education Modifications:

- Remove exemption for higher education part time employees.
- Limit outside contract capabilities for higher education institutions.

Ongoing Legislative Platform:

- PSE supports legislation that strengthens the rights of employees to unionize and support their union.
- Compensation to attract and retain highly qualified K-12 and higher education employees to include fully funding state salary surveys and indexed COLAs.
- Preserve and fully fund state pensions in good and bad economic times.
- Provide high quality, comprehensive, affordable health care insurance options for state and educational employees.
- Increased funding for higher education.




Higher education agreements

- ▶ CWU (Central Washington University) & WWU (Western Washington University)
 - ▶ Collective bargaining agreements funded
- ▶ Union Coalition insurance agreement funded – PEBB funding



SEBB

School Employees Benefits Board



SEBB History

- PSE proposed and fought for SEBB in 2012 (led to 3rd special session)
 - PSE has supported this concept since 1994 (especially full funding for half time or more employees)
- Legislature finally passed SEBB in 2017
 - Including funds to develop plans and premiums
- Legislature fine-tuned SEBB in 2018
 - Including more funds to continue development

Significant changes coming

- ▶ Effective January 1, 2020 (open enrollment November 2019)
 - ▶ Insurance Plans – developed by SEBB
 - ▶ Insurance Premiums – developed by SEBB
- ▶ 630 hours or more – same plans, premiums and funding
- ▶ Family / single premium payment - \$3:1
- ▶ State wide negotiations - completed



SEBB developments

- ▶ Patty Estes, Eatonville food service employee
- ▶ Meetings began October 2017
- ▶ Meeting regularly since then – 14 meetings (1/24 next)
- ▶ Developing plans and premium structure
- ▶ 54 resolutions (rules) approved to date
- ▶ For more information, go to :
<https://www.hca.wa.gov/about-hca/school-employees-benefits-board-sebb-program/meetings-and-materials>

Insurance negotiation team

➤ Coalition

- AFT (American Federation of Teachers)
- AWSP (Association of Washington School Principals)
- Operating Engineers
- PSE
- Teamsters
- WEA (Washington Education Association)

Negotiations

- ▶ OFM (Office of Financial Management)
 - ▶ 4 meetings between July and September
 - ▶ TA Ratified by each group
 - ▶ Funding included in Governor Inslee operating budget proposal



What's in agreement

- 630 hours or more - \$160 million (2 year cost)
- Monthly allocation increased - \$680 million (2 year cost)
 - Monthly allocation \$1,170 (up from \$843.97) – 38.6% increase
 - Employer pays vision, dental, life, long term disability, retiree carveout & 85% of medical premium
- Wellness plan incentive
- Smoking and domestic partner surcharges

Next Steps

- Since Governor Inslee approved and funded
- Now its up to the legislature
- Up or down. If vote down, we go back to the negotiation table.



Paraeducators

- In 2017 legislative session, PSE passed first in the nation comprehensive paraeducator development program – ESHB 1115
- Starting September 1, 2019, all paraeducators will have three years to complete training if the legislature funds the training
 - Four days per year over next four years
 - \$25 million per year

Workplace Safety

- ▶ When education employees' workplaces are safe, students can receive the education they need to reach their maximum potential. Safety improvements must continue so we can keep up with changing needs. PSE supports the following workplace safety improvements:
 - ▶ training employees how to support and instruct students with behavioral disabilities,
 - ▶ semi-annual active shooter training,
 - ▶ de-escalation training.



Union rights in right to work environment

- Electronic and voice authorization
- Legal fees charged to prospective members
- Many other approaches to support unions are expected

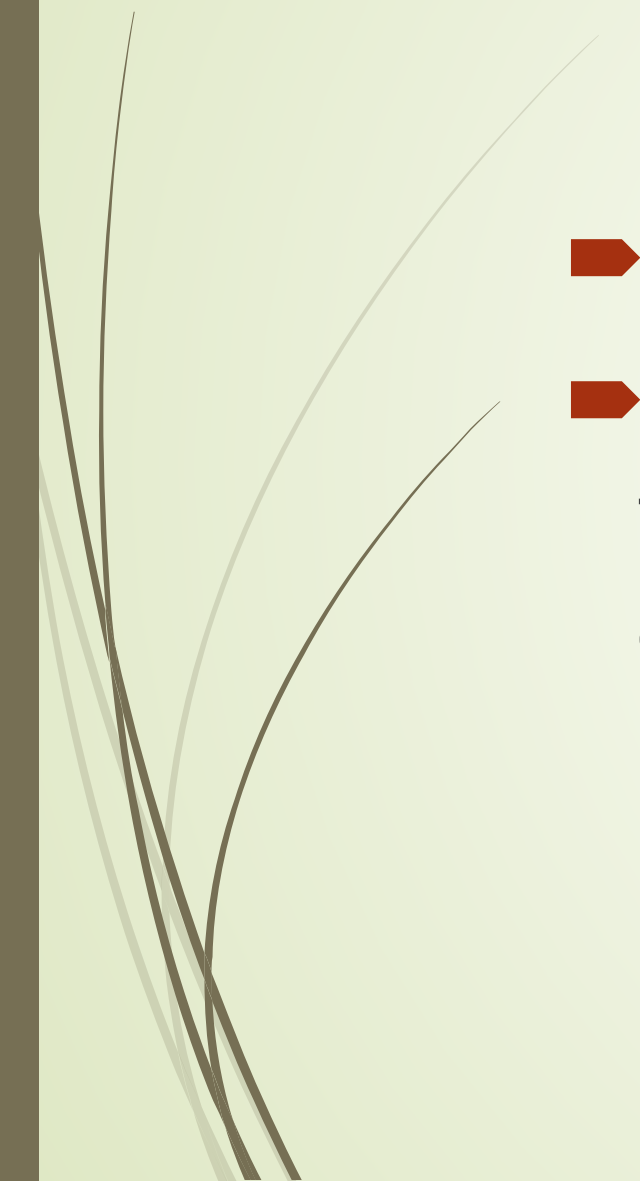


New employees retirement choice

- ▶ New employees who don't choose a retirement plan when they are hired are defaulted into PERS 3 / SERS 3.
- ▶ PERS 2 / SERS 2 retirement plan does not require active employee management.
- ▶ PERS 3 / SERS 3 is an active management retirement account
- ▶ If a new employee is not interested in making this decision when hired, the employee should be defaulted into a plan that does not require active management: **PERS 2 / SERS 2**



Higher education modifications

- Make it harder to subcontract jobs
 - Allow part-time workers same access to health benefits as full time employees
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On – going issues

- PSE supports legislation that strengthens the rights of employees to unionize and requires all union members to pay their fair share of union dues.
- Compensation to attract and retain highly qualified K-12 and higher education employees to include fully funding state salary surveys and indexed COLAs.
- Preserve and fully fund state pensions in good and bad economic times.
- Provide high quality, comprehensive, affordable health care insurance options for state and educational employees.
- Increased funding for higher education.



Stay involved

- ▶ Participate in lobbying activities
 - ▶ Email / call your legislator – leg.wa.gov
 - ▶ Encourage colleagues to do the same
 - ▶ Send written correspondence
 - ▶ Become an intern
 - ▶ Attend Presidents' Day and Spring Break Week lobbying activities
- ▶ Keep up with Blog
 - ▶ <http://pseclassified.org/category/2019-legislative-session/>