

Multiple Agency Fiscal Note Summary

Bill Number: 1141 HB	Title: Ag. cannabis workers
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Estimated Cash Receipts

NONE

Agency Name	2025-27		2027-29		2029-31	
	GF- State	Total	GF- State	Total	GF- State	Total
Local Gov. Courts	No fiscal impact					
Loc School dist-SPI						
Local Gov. Other						
Local Gov. Total						

Estimated Operating Expenditures

Agency Name	2025-27				2027-29				2029-31			
	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total
Administrative Office of the Courts	.0	0	0	0	.0	0	0	0	.0	0	0	0
Office of Financial Management	.0	0	0	0	.0	0	0	0	.0	0	0	0
Public Employment Relations Commission	.6	217,280	217,280	217,280	.6	197,280	197,280	197,280	.6	197,280	197,280	197,280
Total \$	0.6	217,280	217,280	217,280	0.6	197,280	197,280	197,280	0.6	197,280	197,280	197,280

Agency Name	2025-27			2027-29			2029-31		
	FTEs	GF-State	Total	FTEs	GF-State	Total	FTEs	GF-State	Total
Local Gov. Courts	No fiscal impact								
Loc School dist-SPI									
Local Gov. Other									
Local Gov. Total									

Estimated Capital Budget Expenditures

Agency Name	2025-27			2027-29			2029-31		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
Administrative Office of the Courts	.0	0	0	.0	0	0	.0	0	0
Office of Financial Management	.0	0	0	.0	0	0	.0	0	0
Public Employment Relations Commission	.0	0	0	.0	0	0	.0	0	0
Total \$	0.0	0	0	0.0	0	0	0.0	0	0

Agency Name	2025-27			2027-29			2029-31		
	FTEs	GF-State	Total	FTEs	GF-State	Total	FTEs	GF-State	Total
Local Gov. Courts	No fiscal impact								
Loc School dist-SPI									
Local Gov. Other									
Local Gov. Total									

Estimated Capital Budget Breakout

Prepared by: Gwen Stamey, OFM	Phone: (360) 790-1166	Date Published: Final 1/22/2025
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Judicial Impact Fiscal Note

Bill Number: 1141 HB	Title: Ag. cannabis workers	Agency: 055-Administrative Office of the Courts
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Expenditures from:

NONE

Estimated Capital Budget Impact:

NONE

The revenue and expenditure estimates on this page represent the most likely fiscal impact. Responsibility for expenditures may be subject to the provisions of RCW 43.135.060.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note for Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.

Legislative Contact: Benjamin McCarthy	Phone: 360-786-7100	Date: 01/10/2025
Agency Preparation: Chris Conn	Phone: 360-704-5512	Date: 01/14/2025
Agency Approval: Chris Stanley	Phone: 360-357-2406	Date: 01/14/2025
OFM Review: Gaius Horton	Phone: (360) 819-3112	Date: 01/16/2025

196,880.00

Request # 019-1

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact on the Courts

This bill creates new chapter in Title 49 RCW [Labor Regulations] bringing certain cannabis-related ag workers within jurisdiction of Public Employment Relations Commission jurisdiction for collective bargaining purposes; provides for selection of employee bargaining units/representatives, addresses obligations of those involved, and clarifies dispute resolution procedure; bars interference w/bargaining rights deeming it an unfair labor practice; and authorizes enforcement actions by PERC for employer noncompliance and by employee rep for employer failure to provide required information

II. B - Cash Receipts Impact

None

II. C - Expenditures

No fiscal impact to the Administrative Office of the Courts as this bill does not affect current AOC or court processes.

Part III: Expenditure Detail

III. A - Expenditure By Object or Purpose (State)

NONE

III. B - Expenditure By Object or Purpose (County)

NONE

III. C - Expenditure By Object or Purpose (City)

NONE

III. D - FTE Detail

NONE

III. E - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B1 - Expenditures by Object Or Purpose (State)

NONE

IV. B2 - Expenditures by Object Or Purpose (County)

NONE

IV. B3 - Expenditures by Object Or Purpose (City)

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

None

196,880.00

Form FN (Rev 1/00)

Individual State Agency Fiscal Note

Bill Number: 1141 HB	Title: Ag. cannabis workers	Agency: 105-Office of Financial Management
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

NONE

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Benjamin McCarthy	Phone: 360-786-7100	Date: 01/10/2025
Agency Preparation: Kathy Cody	Phone: (360) 480-7237	Date: 01/21/2025
Agency Approval: Jamie Langford	Phone: 360-902-0422	Date: 01/21/2025
OFM Review: Val Terre	Phone: (360) 280-3073	Date: 01/22/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

The bill places certain cannabis agricultural workers under the jurisdiction of the Public Employment Relations Commission for purposes of collective bargaining. There is no fiscal impact to OFM.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

NONE

III. B - Expenditures by Object Or Purpose

NONE

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1141 HB	Title: Ag. cannabis workers	Agency: 275-Public Employment Relations Commission
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	0.6	0.6	0.6	0.6	0.6
Account					
General Fund-State 001-1	118,640	98,640	217,280	197,280	197,280
Total \$	118,640	98,640	217,280	197,280	197,280

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Benjamin McCarthy	Phone: 360-786-7100	Date: 01/10/2025
Agency Preparation: Dario de la Rosa	Phone: 360-570-7328	Date: 01/17/2025
Agency Approval: Dario de la Rosa	Phone: 360-570-7328	Date: 01/17/2025
OFM Review: Gwen Stamey	Phone: (360) 790-1166	Date: 01/17/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

The Washington State Uniform Controlled Substances Act, chapter 69.50 RCW, allows for the production and processing of cannabis products within the state of Washington. Employees at cannabis facilities are agricultural employees and are precluded from exercising collective bargaining rights under the National Labor Relations Act. Currently, there are 155 licensed producers and processors of cannabis products in the state of Washington.

House Bill 1141 grants collective bargaining rights to certain employees working for licensed cannabis producers and processors. The Public Employment Relations Commission (PERC) is responsible for administering the collective bargaining rights for cannabis agricultural workers.

To be eligible to exercise collective bargaining rights, the employee must be responsible for cultivating, growing, harvesting, or producing cannabis, including defoliating, drying, bucking, precuring, curing, drying, trimming, sorting, and loading, if performed on a farm.

Section 1 of the bill defines which kinds of cannabis producers and processors are subject to HB 1141 and the kinds of cannabis agricultural workers that are eligible to exercise collective bargaining.

Sections 3 through 6 provide that PERC shall decide all questions concerning representation for cannabis agricultural workers and establish election procedures. An employee organization shall only be certified if it receives the votes of a majority of employees in the petitioned-for bargaining unit through a secret ballot election or card check. Section 5 also provides that a certified bargaining representative shall represent all employees within the bargaining unit regardless of payment status.

Section 10 of the bill provides a method by which employees can have dues deducted from their paycheck that is consistent with other collective bargaining statutes in Washington State.

Sections 11 and 13 of the bill provide for binding arbitration to settle and adjust grievances that arise between the parties. The parties may ask PERC to provide a list of arbitrators from PERC's dispute resolution panel.

Sections 15 through 17 set forth unfair labor practice provisions and empower PERC to prevent unfair labor practices.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Cannabis agricultural workers are a new group of represented employees who have not previously enjoyed collective bargaining rights. PERC anticipates that its services will be utilized by cannabis agricultural workers starting July 1, 2025. PERC anticipates that all of its services will be utilized by this group of employees at the same rate as other groups of employees in PERC's jurisdiction, including

- representation cases to determine which cannabis agricultural workers are eligible to be included in a bargaining unit;
- mediation cases to assist the parties in resolving mandatory subjects of bargaining;

- unfair labor practice cases to determine if a subject of bargaining is mandatory in nature; and
- training cases to educate cannabis agricultural workers, the unions representing cannabis agricultural worker employees, and cannabis producers and processors about their collective bargaining obligations.

A PERC Labor Relations Adjudicator Mediator 2 (Range 75) typically processes approximately 75 cases per year. PERC anticipates that it will need a .50 Labor Relations Adjudicator Mediator 2 and a .1 Legal Assistant 3 to manage the additional representation workload generated by HB 1141 for FY26 and each subsequent fiscal year.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
001-1	General Fund	State	118,640	98,640	217,280	197,280	197,280
Total \$			118,640	98,640	217,280	197,280	197,280

III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	0.6	0.6	0.6	0.6	0.6
A-Salaries and Wages	72,080	72,080	144,160	144,160	144,160
B-Employee Benefits	21,060	21,060	42,120	42,120	42,120
C-Professional Service Contracts					
E-Goods and Other Services	12,000	2,000	14,000	4,000	4,000
G-Travel	3,500	3,500	7,000	7,000	7,000
J-Capital Outlays	10,000		10,000		
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	118,640	98,640	217,280	197,280	197,280

III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2026	FY 2027	2025-27	2027-29	2029-31
Labor Relations Mediator Adjudicator 2	131,880	0.5	0.5	0.5	0.5	0.5
Legal Assistant 3	61,404	0.1	0.1	0.1	0.1	0.1
Total FTEs		0.6	0.6	0.6	0.6	0.6

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.