

Multiple Agency Fiscal Note Summary

Bill Number: 1069 HB	Title: Supp. retirement bargaining
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Estimated Cash Receipts

Agency Name	2025-27			2027-29			2029-31		
	GF-State	NGF-Outlook	Total	GF-State	NGF-Outlook	Total	GF-State	NGF-Outlook	Total
Office of Attorney General	0	0	464,000	0	0	1,442,000	0	0	1,492,000
Office of Financial Management	0	0	1,503,000	0	0	846,000	0	0	846,000
Washington State Health Care Authority	Non-zero but indeterminate cost and/or savings. Please see discussion.								
Total \$	0	0	1,967,000	0	0	2,288,000	0	0	2,338,000

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
Office of Attorney General	1.2	0	0	464,000	3.7	0	0	1,442,000	3.2	0	0	1,492,000
Office of Financial Management	1.2	0	0	1,503,000	2.0	0	0	846,000	2.0	0	0	846,000
Washington State Health Care Authority	Non-zero but indeterminate cost and/or savings. Please see discussion.											
Department of Retirement Systems	.0	0	0	0	.0	0	0	0	.0	0	0	0
Public Employment Relations Commission	.0	0	0	0	.0	0	0	0	.0	0	0	0
University of Washington	1.0	384,875	384,875	384,875	2.0	569,750	569,750	569,750	2.0	569,750	569,750	569,750
University of Washington	In addition to the estimate above, there are additional indeterminate costs and/or savings. Please see individual fiscal note.											
Washington State University	Non-zero but indeterminate cost and/or savings. Please see discussion.											
Eastern Washington University	Non-zero but indeterminate cost and/or savings. Please see discussion.											
Central Washington University	Non-zero but indeterminate cost and/or savings. Please see discussion.											
The Evergreen State College	Non-zero but indeterminate cost and/or savings. Please see discussion.											
Western Washington University	Non-zero but indeterminate cost and/or savings. Please see discussion.											
Community and Technical College System	Non-zero but indeterminate cost and/or savings. Please see discussion.											
Actuarial Fiscal Note - State Actuary	.0	0	0	0	.0	0	0	0	.0	0	0	0
Total \$	3.4	384,875	384,875	2,351,875	7.7	569,750	569,750	2,857,750	7.2	569,750	569,750	2,907,750

Estimated Capital Budget Expenditures

Agency Name	2025-27			2027-29			2029-31		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
Office of Attorney General	.0	0	0	.0	0	0	.0	0	0
Office of Financial Management	.0	0	0	.0	0	0	.0	0	0
Washington State Health Care Authority	.0	0	0	.0	0	0	.0	0	0
Department of Retirement Systems	.0	0	0	.0	0	0	.0	0	0
Public Employment Relations Commission	.0	0	0	.0	0	0	.0	0	0
University of Washington	.0	0	0	.0	0	0	.0	0	0
Washington State University	.0	0	0	.0	0	0	.0	0	0
Eastern Washington University	.0	0	0	.0	0	0	.0	0	0
Central Washington University	.0	0	0	.0	0	0	.0	0	0
The Evergreen State College	.0	0	0	.0	0	0	.0	0	0
Western Washington University	.0	0	0	.0	0	0	.0	0	0
Community and Technical College System	.0	0	0	.0	0	0	.0	0	0
Actuarial Fiscal Note - State Actuary	.0	0	0	.0	0	0	.0	0	0
Total \$	0.0	0	0	0.0	0	0	0.0	0	0

Estimated Capital Budget Breakout

Prepared by: Val Terre, OFM	Phone: (360) 280-3073	Date Published: Final 2/26/2026
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Individual State Agency Fiscal Note

Bill Number: 1069 HB	Title: Supp. retirement bargaining	Agency: 100-Office of Attorney General
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

ACCOUNT	FY 2026	FY 2027	2025-27	2027-29	2029-31
Legal Services Revolving Account-State 405-1		464,000	464,000	1,442,000	1,492,000
Total \$	0	464,000	464,000	1,442,000	1,492,000

Estimated Operating Expenditures from:

ACCOUNT	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	0.0	2.4	1.2	3.7	3.2
Account					
Legal Services Revolving Account-State 405-1	0	464,000	464,000	1,442,000	1,492,000
Total \$	0	464,000	464,000	1,442,000	1,492,000

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:	Phone:	Date: 02/11/2026
Agency Preparation: Chad Standifer	Phone: 3605863650	Date: 02/23/2026
Agency Approval: Leah Snow	Phone: 360-968-4620	Date: 02/23/2026
OFM Review: Val Terre	Phone: (360) 280-3073	Date: 02/25/2026

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.

Section 1: Amending RCW 41.80.040. Provides that the prohibition from employers bargaining over management rights, which include retirement plans and retirement benefits, does not prevent employers from bargaining over contributions for supplemental retirement benefits administered by an employee organization including medical plans.

This bill is assumed effective 90 days after the end of the 2026 legislative session.

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.

Cash receipts are assumed to equal the Legal Services Revolving Account (LSRA) cost estimates. These will be billed through the revolving account to the client agency.

The client agencies are the Office of Financial Management (OFM) and all agencies with RCW 41.80 employees. The Attorney General's Office (AGO) will bill all clients for legal services rendered.

These cash receipts represent the AGO's authority to bill and are not a direct appropriation to the AGO. The direct appropriation is reflected in the client agency's fiscal note. Appropriation authority is necessary in the AGO budget.

OFM and all agencies with RCW 41.80 employees will be billed for non-King County rates:

FY 2026: \$0

FY 2027: \$464,000 for 1.0 Assistant Attorney General FTE (AAG), 0.5 Paralegal 2 FTE (PL2) and 0.5 Paralegal 1 FTE (PL1), which includes Special Assistant Attorney General (SAAG) contract costs of \$100,000

FY 2028: \$696,000 for 1.5 AAG, 0.8 PL2 and 0.8 PL1, which includes SAAG contract costs of \$150,000

FY 2029: \$746,000 for 1.5 AAG, 0.8 PL2 and 0.8 PL1, which includes SAAG contract costs \$200,000

FY 2030: \$796,000 for 1.5 AAG, 0.8 PL2 and 0.8 PL1, which includes SAAG contract costs of \$250,000

FY 2031 and in each FY thereafter: \$696,000 for 1.0 AAG, 0.8 PL2 and 0.5 PL1, which includes SAAG contract costs \$300,000

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.

Attorney General's Office (AGO) Agency Assumptions:

This bill is assumed effective 90 days after the end of the 2026 legislative session.

Location of staffing is assumed to be in a non-King County office building.

Total workload impact in this request includes standard assumption costs for goods & services, travel, and capital outlays for all FTE identified.

Agency administration support FTE are included in the tables. The Management Analyst 5 FTE (MA) is used as a representative classification. An example ratio is for every 1.0 Assistant Attorney General FTE (AAG), the AGO includes 0.5 Paralegal 1 FTE (PL1) and 0.4 MA.

1. Assumptions for the AGO Labor and Personnel Division's (LPD) Legal Services for the Office of Financial

Management (OFM) and all agencies with RCW 41.80 employees:

The AGO will bill OFM and all agencies with RCW 41.80 employees for legal services based on the enactment of this bill, including for the use of Special Assistant Attorney General (SAAG) services, when required.

The AGO will utilize a SAAG for the issues raised by the bill regarding the Employee Retirement Income Security Act (ERISA) compliance. For the first several bargaining cycles, it is likely that unions at some agencies will seek to negotiate supplemental retirement benefits. It is not likely that the unions would all want to bargain over these benefits in the first or second biennium. The legal fees will likely increase year over year until any unions wanting to bargain supplemental plans have done so. At that point, the legal fees likely will become steady but will continue to be significant.

LPD total workload hours:

FY 2026: 0 hours

FY 2027: 1,800 AAG hours and 900 Paralegal 2 FTE (PL2) hours

FY 2028 through FY 2030: 2,700 AAG hours and 1,350 PL2 hours

FY 2031 and in each FY thereafter: 1,800 AAG hours and 1,350 PL2 hours

LPD total non-King County workload impact:

FY 2026: \$0

FY 2027: \$464,000 for 1.0 AAG, 0.5 PL2 and 0.5 PL1, which includes SAAG contract costs of \$100,000

FY 2028: \$696,000 for 1.5 AAG, 0.8 PL2 and 0.8 PL1, which includes SAAG contract costs of \$150,000

FY 2029: \$746,000 for 1.5 AAG, 0.8 PL2 and 0.8 PL1, which includes SAAG contract costs \$200,000

FY 2030: \$796,000 for 1.5 AAG, 0.8 PL2 and 0.8 PL1, which includes SAAG contract costs of \$250,000

FY 2031 and in each FY thereafter: \$696,000 for 1.0 AAG, 0.8 PL2 and 0.5 PL1, which includes SAAG contract costs \$300,000

2. The AGO Social & Health Services Division (SHO) has reviewed this bill and determined it will not significantly increase or decrease the division's workload in representing the Health Care Authority. This bill does not create legal obligations for HCA where they will need legal assistance from SHO. Although there may be some secondary fiscal and administrative issues for HCA, it does not appear to be HCA legal issues. New legal services are nominal, and costs are not included in this request.

3. The AGO Washington State University (AGO-WSU) has reviewed this bill and determined it will not increase or decrease the division's workload. Therefore, no costs are included in this request.

4. The AGO University of Washington (UOW) has reviewed this bill and determined it will not significantly increase or decrease the division's workload in representing the University of Washington (UW). New legal services are nominal, and costs are not included in this request.

5. The AGO Education Division (EDU) has reviewed this bill and determined it will not significantly increase or decrease the division's workload in representing the State Board for Community and Technical Colleges (SBCTC), Western Washington University (WWU), Central Washington University (CWU), Eastern Washington University (EWU) and The Evergreen State College (TESC). Each of the 30 community and technical colleges in the SBCTC system have various separately bargained contracts with faculty and some other non-classified groups. However, this bill's authority to bargain supplemental retirement benefits will likely be administered by the SBCTC under their authority in RCW 28B.10.400 and RCW 28B.10.415, which place additional restrictions on supplemental retirement benefits. This response assumes that if complex retirement benefit issues arise, SAAG assistance will be utilized. The regional universities and TESC likely also will need some legal advice on bargaining and implementation issues. New legal services are nominal, and costs are not included in this request.

6. The AGO Revenue Division (REV) has reviewed this bill and determined it will not significantly increase or decrease the division's workload in representing the Office of Financial Management (OFM) and the Department of Retirement Services (DRS). The impact on OFM is being reported by LPD. This bill impacts OFM's role as state's human resources,

a function LPD assists OFM with. This bill will have a minor impact on DRS' need for legal services. DRS will need REV's advice on how to work out questions like whether any negotiated supplemental plans constitutes compensation for purposes of pension calculations, whether participation causes membership exclusions, and any possible appeals that arise from those decisions. REV anticipates that this will take around 30 hours of legal services total. New legal services are nominal, and costs are not included in this request.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
405-1	Legal Services Revolving Account	State	0	464,000	464,000	1,442,000	1,492,000
Total \$			0	464,000	464,000	1,442,000	1,492,000

III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years		2.4	1.2	3.7	3.2
A-Salaries and Wages		253,000	253,000	758,000	653,000
B-Employee Benefits		68,000	68,000	204,000	176,000
C-Professional Service Contracts		100,000	100,000	350,000	550,000
E-Goods and Other Services		41,000	41,000	122,000	106,000
G-Travel		2,000	2,000	8,000	7,000
Total \$	0	464,000	464,000	1,442,000	1,492,000

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
Assistant Attorney General	136,896		1.0	0.5	1.5	1.3
Management Analyst 5	98,040		0.4	0.2	0.6	0.5
Paralegal 1	73,284		0.5	0.3	0.8	0.7
Paralegal 2	80,820		0.5	0.3	0.8	0.8
Total FTEs			2.4	1.2	3.7	3.2

III. D - Expenditures By Program (optional)

Program	FY 2026	FY 2027	2025-27	2027-29	2029-31
Labor & Personnel Division (LPD)		464,000	464,000	1,442,000	1,492,000
Total \$		464,000	464,000	1,442,000	1,492,000

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: 1069 HB	Title: Supp. retirement bargaining	Agency: 105-Office of Financial Management
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

ACCOUNT	FY 2026	FY 2027	2025-27	2027-29	2029-31
OFM Labor Relations Service Account-Non-Appropriated 436-6	80,000	1,423,000	1,503,000	846,000	846,000
Total \$	80,000	1,423,000	1,503,000	846,000	846,000

Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	0.3	2.0	1.2	2.0	2.0
Account					
OFM Labor Relations Service Account-Non-Appropriated 436-6	80,000	1,423,000	1,503,000	846,000	846,000
Total \$	80,000	1,423,000	1,503,000	846,000	846,000

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:	Phone:	Date: 02/11/2026
Agency Preparation: Kathy Cody	Phone: (360) 480-7237	Date: 02/17/2026
Agency Approval: Jamie Langford	Phone: 360-902-0422	Date: 02/17/2026
OFM Review: Val Terre	Phone: (360) 280-3073	Date: 02/25/2026

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.

This bill amends RCW 41.80.040, permitting bargaining over supplemental benefits administered by, or on behalf of, an employee organization. Supplemental benefits include retirement plans, retirement benefits, and medical plans.

Currently, bargaining over retirement plans, retirement benefits, and health care benefits are prohibited subjects of bargaining. This bill amends the statute by clarifying only those retirement benefits administered by the Department of Retirement Systems are excluded from bargaining. A new section is added that enables bargaining over contributions for supplemental retirement benefits that are administered by or on behalf of an employee organization, including medical plans.

During successor collective bargaining proceedings, OFM State Human Resource staff will potentially bargain over supplemental benefits (retirement/medical) that are administered by, or on behalf of, an employee organization.

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.

Expenses incurred in the OFM Labor Relations Service account are funded by quarterly billings to state agencies. Any assumed increase in the account would be matched by an increase in the rate charged by OFM, up to what is allowed per RCW 41.80.140.

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.

NOTE - This fiscal note supersedes OFM's FN 25-020-1 as it includes updated assumptions based on a better understanding of the possible impacts of this bill after additional analysis after the 2025 Session. This bill would give any union the right to bargain for an employer-funded union-managed health care plan. These results in Taft Hartley trusts, which will require additional resources to:

- Understand how to bargain about those trusts,
- Know the implications for tax consequences,
- Understand the impacts on our PEB healthcare system,
- Know the DRS rules and regulations

This workload is new to OFM and will be challenging for OFM negotiators and will require creating specialists within our team to work specifically on these issues.

HB 1069:

The bill's impacts are complex and will require intricate, cross-agency analyses to determine their full effects on the state, including implementation and ongoing costs. An extensive study will be needed to determine the implementation, feasibility, and ongoing impacts on the state, given current laws/rules/regulations/policies/etc. The comprehensive study should examine the legal conflicts with state and federal laws (AGO, OFM, HCA, DRS), determine impacts to HCA and DRS regulations/rules/policies as well as costs associated with making the proposed changes, determine what portions of both retirement and health care will be subject to bargaining and to what extent (OFM, AGO), fully assess impacts to agencies and IT systems (OFM, HCA, DRS, etc.), assess impacts to agencies, determine additional staff and resources required, substantial research and analysis (eligibility criteria, dispute resolution, etc.), and other factors that cannot be identify at this time without further study. As part of the study, an extensive survey should be conducted, in collaboration

with a vendor, to identify as many of the complex issues surrounding the actual implementation, administrative oversight, and state human resource costs. The survey should examine similar types of supplemental benefit plans (both medical and retirement) in other states, challenges they face with their existing state policies and laws, human resources and associated costs, impacts to IT systems (payroll, accounting, budget, etc.), and other factors that are not identified at this time without further study.

The cost for a one-time study of this magnitude is estimated at least \$500,000, but likely closer to \$1 million, given the scope and complexity.

There will be a need for additional bargaining, more proposals, more days of interest arbitration, or mediation for non-interest arbitration tables. OFM predicts that the unions will make these proposals, but cannot define how many unions will want these provisions in the contracts. Additional costs and resources can be anticipated for bargaining, costing, interest arbitration hearing days (more days will be needed), potential survey costs, and changes to the contract that require training in areas of bargaining that require a level of expertise not needed in the past. Impacts include:

- Negotiators bargaining over supplemental benefits, potentially expanding on the number of bargaining proposals and requiring bargaining to impasse on a mandatory subject of bargaining, which would require the decision to be presented to an arbitrator for interest arbitration tables and to a mediator for non-interest
- Compensation policy analysts providing fiscal modeling on bargaining proposals related to supplemental benefits that could include interest arbitration.
- Salary surveys will have to take into consideration retirement and medical plans available in addition to those otherwise provided by state law. This work is also completed by Compensation policy analysts.
- Labor relations assistants providing support required due to additional bargaining proposals and modifications to existing collective bargaining agreements, as well as assistance with interest arbitration.
- Additional days of hearing for interest arbitrations to present proposals on supplemental retirement and medical plan benefits.

To complete this work, additional staff would be required:

1 FTE – Labor Negotiator (ongoing, beginning 5/1/2026) - A negotiator with expertise on supplemental retirement and health care plans will be needed to assist with negotiations and hearings related to this new mandatory subject of bargaining. OFM does not currently have a negotiator with retirement expertise because it is not a mandatory subject of bargaining. This bill requires additional bargaining workload, including interest arbitration hearings and/or mediation proceedings.

1 FTE – Compensation Policy Analyst (ongoing, beginning 5/1/2026) - New survey information will be needed for bargaining related to supplemental retirement and health care plans, and to cost proposals on this new mandatory subject of bargaining. OFM does not currently have a Compensation Policy Analyst with experience in costing retirement plans because it is not a mandatory subject of bargaining.

Cost assumptions per FTE:

- o Goods and services: supplies, communications services, lease space, training, software licensing at \$5,000 per FTE annually.
- o Travel: travel associated with the positions at \$3,000 per FTE annually.
- o Capital Outlays: a workstation, furniture, and a computer at \$5,000 per FTE (one-time).
- o Shared Service Costs: administrative support, IT support, budget and accounting services, facilities support, and human resource assistance at \$30,000 per FTE annually.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
436-6	OFM Labor Relations Service Account	Non-Appropriated	80,000	1,423,000	1,503,000	846,000	846,000
Total \$			80,000	1,423,000	1,503,000	846,000	846,000

III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years	0.3	2.0	1.2	2.0	2.0
A-Salaries and Wages	45,000	275,000	320,000	550,000	550,000
B-Employee Benefits	12,000	72,000	84,000	144,000	144,000
C-Professional Service Contracts		1,000,000	1,000,000		
E-Goods and Other Services	2,000	10,000	12,000	20,000	20,000
G-Travel	1,000	6,000	7,000	12,000	12,000
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	10,000	60,000	70,000	120,000	120,000
9-					
Total \$	80,000	1,423,000	1,503,000	846,000	846,000

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
Compensation Policy Analyst	134,000	0.2	1.0	0.6	1.0	1.0
Labor Negotiator	135,000	0.2	1.0	0.6	1.0	1.0
Total FTEs		0.3	2.0	1.2	2.0	2.0

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: 1069 HB	Title: Supp. retirement bargaining	Agency: 107-Washington State Health Care Authority
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

Non-zero but indeterminate cost and/or savings. Please see discussion.

Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

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:	Phone:	Date: 02/11/2026
Agency Preparation: Sara Whitley	Phone: 360-725-0944	Date: 02/17/2026
Agency Approval: Tanya Deuel	Phone: 360-725-0908	Date: 02/17/2026
OFM Review: Scott Hancock	Phone: (360) 890-2518	Date: 02/19/2026

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.

See attached narrative.

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.

See attached narrative.

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.

See attached narrative.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

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

See attached narrative.

Part V: New Rule Making Required

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

HCA Fiscal Note

Bill Number: **HB 1069 bargaining**

HCA Request #: 26-118

Title: **Supplemental retirement**

Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts:

Non-zero but indeterminate cost and/or savings. Please see discussion.

Estimated Operating Expenditures:

Non-zero but indeterminate cost and/or savings. Please see discussion.

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.

HCA Fiscal Note

Bill Number: **HB 1069**
bargaining

HCA Request #: 26-118

Title: **Supplemental retirement**

Part II: Narrative Explanation

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

Section 1 amends RCW 41.80.040 (State Collective Bargaining, Management rights – Not subject to bargaining) to allow for collective bargaining over contributions for supplemental retirement benefits, including medical plans, administered by or on behalf of an employee organization.

II. B - Cash Receipts Impact

Non-zero but indeterminate; see narrative below.

II. C – Expenditures

Public Employee Benefits Board (PEBB) and School Employee Benefits Board (SEBB) Program Impacts
Indeterminate fiscal impact.

While this bill places no direct requirements on Health Care Authority (HCA) statutes, the following considerations could result in a fiscal impact based on HCA's interpretation of the legislation as written:

1. HCA is the single state agent for purchasing health care benefits and risk pool stability
 - Under RCW 41.05.022 (State agent for purchasing health services – Single community-rated risk pool), since 1993 HCA has been designated as the single state agent for purchasing health care services offered to state employees and retirees. This bill provides individual employee organizations the authority to bargain supplemental medical plans and/or health benefits not administered by the HCA, which appears to be in direct conflict with HCA's authority as established under RCW 41.05.022. The creation of additional health care benefits outside of the scope of PEBB purchasing could result in risk pool instability for the state programs. As members move out of PEBB benefits and into other non-purchased state health plans, variations in the underlying populations, and a lack of predictable population dynamics, could result in increased costs for employees and the state.
2. PEBB program eligibility considerations (WAC 182-12-205)
 - Under PEBB program rules, an employee is eligible to defer enrollment in PEBB medical coverage if they continuously enrolled in certain qualifying types of medical coverage while in "deferral status". HCA assumes, under current rule, any supplemental medical plans to be bargained by employee organizations would not qualify under HCA's current rules as qualifying medical coverage for deferral status. That is, should an employee separate from state service and choose to enroll in a supplemental retirement health plan bargained by an eligible employee organization, they would not be eligible to return to PEBB coverage at any point, including when they reach Medicare eligibility.
 - The eligibility for surviving spouses/dependents is directly related to the former employee's/retiree's eligibility. Thus, if the former employee/retiree loses their ability to return to PEBB coverage then their survivors would lose their ability for future PEBB coverage, too.
 - This could also impact the stability of the PEBB Medicare risk pool if individuals leave PEBB benefits for ancillary bargained supplemental retirement plans and are unable to later re-enter the PEBB risk pool. Most notably, the PEBB UMP Classic Medicare plan offering is a self-insured plan and is rated based on the costs of the enrolled retirees. As the overall covered population decreases, and costs

HCA Fiscal Note

Bill Number: **HB 1069**
bargaining

HCA Request #: 26-118

Title: **Supplemental retirement**

increase, retiree premiums could be impacted leading to the potential for unsustainable cost increases for those retirees who remain enrolled in PEBB benefits.

3. HCA staff support of Collective Bargaining

- Section 1 of this legislation expands the scope of bargaining to allow employee organizations to bargain supplemental retirement benefits, including medical plans, administered by or on behalf of the employee organization. As defined under RCW 41.80.005 (Collective bargaining – definitions) “Employee organization” means any organization, union, or association in which employees participate and exists for the purpose, in whole or in part, of collective bargaining with employers. HCA assumes this section would provide the authority to bargain new supplemental health care benefits at separate and distinct non-health care bargaining tables for each individual employee organization employee organization eligible to bargain under RCW 41.05.080 (Participation in insurance plans and contracts). HCA currently provides significant support at the singular health care bargaining table to the Office of Financial Management (OFM) as during each state employee collective bargaining cycle; should additional support be required by HCA at dozens of additional individual non-healthcare bargaining table additional staffing resources would be required.

4. Employee Retirement Income Security Act (ERISA) and Internal Revenue Service (IRS) considerations

- ERISA and IRS Federal rules apply to specific types of employers and health plans offered to employees. Under this bill’s authority, should additional supplemental health benefits be bargained by employee organizations, HCA assumes each individual employee organization (e.g., each state agency) will be required to ensure compliance under ERISA to avoid federal fines. Furthermore, if individual state agencies make employer contributions to health plans sponsored by a union, it is unknown whether those would be considered pre- or post-tax contributions; currently, HCA ensures compliance with both ERISA and IRS Federal regulations; internal subject matter experts ensure compliance for the singular purchased and centralized employee benefits administered by the PEBB and SEBB programs. HCA would not be able to provide compliance assistance to state agencies for ancillary bargained supplemental benefits should support be required.

Apple Health impacts

No impacts to Medicaid lines of business.

Part III: Expenditure Detail

III. A - Operating Budget Expenditure

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. C - Operating FTE Detail:

NONE

III. D - Expenditures By Program (optional)

HCA Fiscal Note

Bill Number: **HB 1069**
bargaining

HCA Request #: 26-118

Title: **Supplemental retirement**

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:

NONE

IV. D - Capital FTE Detail:

NONE

Part V: New Rule Making Required

NONE

Individual State Agency Fiscal Note

Bill Number: 1069 HB	Title: Supp. retirement bargaining	Agency: 124-Department of Retirement Systems
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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:	Phone:	Date: 02/11/2026
Agency Preparation: Mike Ricchio	Phone: 360-664-7227	Date: 02/13/2026
Agency Approval: Marcus Ehrlander	Phone: 360-664-7303	Date: 02/13/2026
OFM Review: Scott Hancock	Phone: (360) 890-2518	Date: 02/16/2026

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.

- Sec. 1(1)(e) clarifies that public employers shall not bargain over retirement plans and retirement benefits administered by the Department of Retirement Systems (DRS).
- Sec. 1(2) provides public employers with the ability to bargain over contributions for supplemental retirement benefits administered by, or on behalf of, an employee organization, including medical plans.

The language added by Sec. 1(2) will not have a fiscal impact on DRS because the language in Sec. 1(1)(e) excludes the benefits DRS administers.

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: 1069 HB	Title: Supp. retirement bargaining	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:

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:	Phone:	Date: 02/11/2026
Agency Preparation: Dario de la Rosa	Phone: 360-570-7328	Date: 02/12/2026
Agency Approval: Dario de la Rosa	Phone: 360-570-7328	Date: 02/12/2026
OFM Review: Val Terre	Phone: (360) 280-3073	Date: 02/16/2026

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.

Civil Service employees working for state agencies and institutions of higher education enjoy collective bargaining rights under chapter 41.80 RCW. If the civil service employees at an agency or higher education institution form a union for purposes of collective bargaining, the employer is obligated to meet at reasonable times with the employees' exclusive bargaining representative and bargain in good faith to reach agreement with respect to the matters deemed mandatory subjects of bargaining, such as wages, hours, and terms and conditions of employment. The Public Employment Relations Commission (PERC) assists the parties in resolving disputes concerning mandatory subjects of bargaining through mediation or adjudication.

Under a traditionally labor law analysis, retirement benefits are considered wages and are therefore mandatory subject of bargaining. For example, employees working for cities, counties, and other municipal corporations in Washington State are not prohibited from bargaining over retirement plans and benefits. When the legislature passed chapter 41.80 RCW in 2002, "retirement plans and retirement benefits" were specifically listed as management rights and the state of Washington was under no obligation to bargain either retirement plans or retirement benefits with their civil service employees.

House Bill 1069 amends chapter 41.80 RCW to allow for bargaining over contributions for supplemental retirement benefits administered by, or on behalf of, an employee organization, including medical plans. PERC does not anticipate a significant increase in caseload because of HB 1069 and the provisions of HB 1069 can be implemented without additional funding

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: 1069 HB	Title: Supp. retirement bargaining	Agency: 360-University of Washington
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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	0.0	2.0	1.0	2.0	2.0
Account					
General Fund-State 001-1	0	384,875	384,875	569,750	569,750
Total \$	0	384,875	384,875	569,750	569,750

In addition to the estimates above, there are additional indeterminate costs and/or savings. Please see discussion.

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:	Phone:	Date: 02/11/2026
Agency Preparation: Lauren Hatchett	Phone: 2066167203	Date: 02/20/2026
Agency Approval: Christine Leibbrand	Phone: 4256475101	Date: 02/20/2026
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/26/2026

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.

House Bill 1069 allows state agencies and their employees to bargain over contributions to a union's supplemental retirement plan, including medical plans.

If this bill is enacted, the subject of retirement plans and benefits would no longer be a management right excluded from bargaining. Rather, it would become a mandatory subject that the University of Washington (UW) would be obliged to bargain over. This would make reaching an agreement on successor CBAs less likely and increase the probability of unfair labor practice (ULPs) and grievance arbitrations.

Actual costs are indeterminate and will depend on whether the subject is bargained and by how many bargaining units. For bargaining units subject to interest arbitration, the cost burden for the Employer could be determined by an arbitrator.

If bargained, UW would need to assess all the impacts based on each unique proposal. Depending on the details, UW may be required to do IRS limit monitoring across multiple plans which will likely lead to manual monitoring. This would add administrative complexity as well as costs that would exceed \$50,000 and create potential liability for the University due to potential deduction errors.

There are also IRS consequences to taking retirement contributions on time, and there are costs of missed earnings when they are processed late.

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.

At a minimum, to ensure the UW has adequate resources, we anticipate needing the following expenditures:

- 1.0 FTE for a Labor Relations Negotiator, annual salary of \$130,000 + 32.5% load rate to support potential increased bargaining, grievance and ULP obligations.
- 1.0 FTE for a Benefits Analyst, annual salary of \$85,000 + 32.5% load rate to support implementation and continually monitor IRS limits.
- One-time expenditure of \$100,000 to support implementation of additional retirement plans and benefits and associated systems changes. This amount would be divided between professional service contracts and intra-agency reimbursement:
 - o \$40,000 in professional service contracts to support consultants, including a project manager.
 - o \$60,000 in intra-agency reimbursement to provide backfill for HR Information Systems Analysts, Labor Relations Officers and UWIT Application Managers. These positions currently exist at the UW and have supported negotiation efforts. With the passage of this bill, they will need to provide additional support to ensure infrastructure is developed in Workday.

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	0	384,875	384,875	569,750	569,750
Total \$			0	384,875	384,875	569,750	569,750

In addition to the estimates above, there are additional indeterminate costs and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years		2.0	1.0	2.0	2.0
A-Salaries and Wages		215,000	215,000	430,000	430,000
B-Employee Benefits		69,875	69,875	139,750	139,750
C-Professional Service Contracts		40,000	40,000		
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements		60,000	60,000		
9-					
Total \$		0	384,875	384,875	569,750

In addition to the estimates above, there are additional indeterminate costs and/or savings. Please see discussion.

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
Benefits Analyst	85,000		1.0	0.5	1.0	1.0
Labor Relations Negotiator	130,000		1.0	0.5	1.0	1.0
Total FTEs			2.0	1.0	2.0	2.0

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: 1069 HB	Title: Supp. retirement bargaining	Agency: 365-Washington State University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

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:	Phone:	Date: 02/11/2026
Agency Preparation: Emily Green	Phone: 5093359681	Date: 02/20/2026
Agency Approval: Carrie Johnson	Phone: (206) 555-1212	Date: 02/20/2026
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/26/2026

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.

House Bill 1069 mends RCW 41.80.040, permitting bargaining over supplemental benefits administered by, or on behalf of, an employee organization. Supplemental benefits include retirement plans, retirement benefits, and medical plans.

This bill requires employers to bargain over supplemental retirement benefits; however, it is unclear whether the employer would be required to fund those benefits. Additionally, it is not specified whether the supplemental retirement plan would be the voluntary state retirement plan, known as the Deferred Compensation Program or involve additional contributions to the PERS/LEOFF plans. For these reasons, the overall fiscal impact to Washington State University (WSU) is indeterminate.

WSU anticipates incurring costs associated with collective bargaining negotiations and coordinating with retirement vendors regarding any bargained plan. In addition, Workday, WSU's accounting system, would require enhancements to track any employer contributions. WSU estimates that these administrative costs would not exceed \$50,000 per fiscal year.

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

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

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: 1069 HB	Title: Supp. retirement bargaining	Agency: 370-Eastern Washington University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

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:	Phone:	Date: 02/11/2026
Agency Preparation: Tammy Felicijan	Phone: (509) 359-7364	Date: 02/20/2026
Agency Approval: Tammy Felicijan	Phone: (509) 359-7364	Date: 02/20/2026
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/26/2026

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.

HB 1069 relates to allowing collective bargaining contributions for certain supplemental retirement benefits.

Section 1 amends RCW 41.80.040 to allow the employer to bargain over contributions for supplemental retirement benefits administered by, or on behalf of, an employee organization, including medical plans. Previously, retirement plans and retirement benefits were excluded from bargaining as a management right.

Allowing bargaining for supplemental retirement benefits has the potential to add costs related not only to contribution and benefit obligations, but also administrative and implementation costs. These costs could be well over \$50,000, but indeterminate due to the dependence on future negotiations.

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.

Implementation of HB 1069 would require EWU to review and update university policies, engage in bargaining with up to four labor unions (PSE, WFSE, EWU Police Guild, and UFE), and modify the HR/Payroll system to ensure accurate payroll processing and correct employee and benefit data. These system changes would involve substantial programming and extensive testing to support successful implementation.

Areas that could have substantial costs related to this bill include:

- Increased employer contribution costs depending on negotiated agreements.
- Potential new supplemental retirement or benefit programs.
- Long-term benefit liabilities.
- Administrative, payroll, HR, and bargaining implementation costs.
- System updates, compliance monitoring, and benefit administration changes.
- Other collective bargaining outcomes that cannot be predicted.
- Bargaining staffing costs for the bargaining team, including Labor relations, HR personnel, and Fiscal analysts

Because impacts depend on future negotiations, employee participation, and benefit design, the university cannot determine the magnitude of costs at this time.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

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: 1069 HB	Title: Supp. retirement bargaining	Agency: 375-Central Washington University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

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:	Phone:	Date: 02/11/2026
Agency Preparation: Alexa Orcutt	Phone: 5099632955	Date: 02/20/2026
Agency Approval: Lisa Plesha	Phone: (509) 963-1233	Date: 02/20/2026
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/26/2026

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.

Section 1 (Amends RCW 41.80.040 and 2020 c 357 s 913): Subsections (1-5) are re-organized to be under subsection (1). Subsection (1)(e) inserts language regarding the department of retirement systems. Adds subsection (2), stating that subsection (1)(e) of this section doesn't prevent the employer from bargaining over contributions for supplemental retirement benefits managed by (or on behalf of) an employee organization which includes medical plans.

Implementing HB 1069 would require policy updates, union bargaining, and significant HRIS programming, leading to an indeterminate fiscal impact estimated to likely exceed \$50,000.

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.

Implementation of HB 1069 would require CWU to review and update university policies, engage in bargaining with up to four labor unions (PSE, WFSE, Teamsters, and UFC), and modify the HRIS system to ensure accurate payroll processing and correct employee and benefit data. These system changes would involve substantial programming and extensive testing to support successful implementation.

Initial bargaining-related costs for PSE, WFSE, and Teamsters would include legal support (estimated at \$4,450, but could be more) and staffing costs for FY26/27 as CWU prepares for spring/summer 2026 negotiations.

Bargaining team for year 1 (FY26/27) to prepare for spring/summer 2026 negotiations is estimated to cost \$65,688:

Director of Labor Relations at 0.1 FTE: \$16,560 = [(\$120,000 salary at 1 FTE x 0.1 FTE) + 38% benefits]

HR Consultant Assistant 2 at 0.1 FTE: \$10,626 = [(\$77,000 salary at 1 FTE x 0.1 FTE) + 38% benefits]

IT Business Analyst at 0.1 FTE: \$15,594 = [(\$113,000 salary at 1 FTE x 0.1 FTE) + 38% benefits]

Manager - Leave and Benefits at 0.1 FTE: \$15,318 = [(\$111,000 salary at 1 FTE x 0.1 FTE) + 38% benefits]

HR Consultant Assistant at 0.1 FTE: \$7,590 = [(\$55,000 salary at 1 FTE x 0.1 FTE) + 38% benefits]

Faculty bargaining will not occur again until the 2028–29 cycle. When that cycle begins, this matter would be addressed, and its impact would be integrated into the overall bargaining process rather than treated as an isolated cost driver. Conversely, negotiating this issue independently, outside the customary cycle, would likely result in substantially higher costs due to the involvement of higher-level administrative salaries and increased legal expenses.

Additionally, CWU anticipates \$2,500 annually for goods and services associated with bargaining support.

Ongoing staff costs are indeterminate because bargaining occurs every two years (FY26, FY28, FY30, etc.) and future workload will depend on the outcomes negotiated in each cycle. System updates and benefit adjustments may also require additional staff hours on an ongoing basis.

CWU may also need to secure external benefits expertise to support or lead negotiations related to supplemental retirement benefits, and employer contribution costs could increase depending on negotiated agreements.

Given these variables, CWU anticipates an indeterminate fiscal impact likely exceeding \$50,000, but the full impact is incalculable at this time.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

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: 1069 HB	Title: Supp. retirement bargaining	Agency: 376-The Evergreen State College
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

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:	Phone:	Date: 02/11/2026
Agency Preparation: Daniel Ralph	Phone: 360-867-6500	Date: 02/20/2026
Agency Approval: Lisa Dawn-Fisher	Phone: 564-233-1577	Date: 02/20/2026
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/26/2026

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.

HB 1069 relates to allowing bargaining over supplemental retirement benefits.

Section 1.1(e) clarifies that employers are not to participate in bargaining over retirement plans that are administered by the Department of Retirement Services.

Section 2 states that employers may participate in bargaining in the case of contributions for supplemental retirement benefits administered by, or on behalf of, an employee organization, including medical plans.

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.

Evergreen has four collective bargaining units, and it is unclear if one or all of them would pursue the option of a benefits plan administered by an employee organization. If one or more units pursue this option, there would be costs related to collective bargaining. The possible costs for legal services related to collective bargaining are not expected to be significant (per an estimate from the AG's Office). We further estimate that other indeterminate costs will not exceed \$50,000, because we do not know which kinds of benefit programs the units might pursue or how many of the bargaining units will pursue them. If any new benefits were adopted, there would also be some costs involved in setting up and administering payroll deductions and related employee transactions for such benefit plans.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

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: 1069 HB	Title: Supp. retirement bargaining	Agency: 380-Western Washington University
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

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:	Phone:	Date: 02/11/2026
Agency Preparation: Gena Mikkelsen	Phone: 3606507412	Date: 02/20/2026
Agency Approval: Anna Hurst	Phone: 360-650-3569	Date: 02/20/2026
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/26/2026

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.

HB 1069 would have an indeterminate fiscal impact to the university that could exceed \$50,000. (Sec. 1) allows collective bargaining over employer contributions for supplemental retirement benefits administered by or on behalf of employee organizations, which may result in increased employer contribution costs, new or expanded benefit programs, administrative implementation costs, and potential long-term liabilities.

Additional costs may include employer contributions to negotiated supplemental plans, system and payroll updates, compliance monitoring, and ongoing administrative workload associated with biennial bargaining cycles, as well as additional staff positions to coordinate negotiations, assess impacts, and ensure compliance. Combined impacts may exceed \$50,000 annually, but the total cost remains indeterminate and will depend on bargaining outcomes including negotiated contribution levels, employee participation, and benefit design. See Operating Expenses for more detail.

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.

(Sec. 1) – Amends RCW 41.80.040 regarding collective bargaining authority

The bill allows employers to bargain over contributions for supplemental retirement benefits administered by or on behalf of an employee organization, including medical-related supplemental plans.

Previously, retirement plans and retirement benefits were excluded from bargaining as a management right.

Potential Fiscal Impact to the University:

May increase employer contribution costs depending on negotiated agreements.

Creates potential for new supplemental retirement or benefit programs.

May increase long-term benefit liabilities.

Could require administrative, payroll, HR, and bargaining implementation costs.

May require system updates, compliance monitoring, and benefit administration changes.

May increase costs through collective bargaining outcomes that cannot be predicted.

Ongoing staff costs are indeterminate because bargaining occurs every two years (FY26, FY28, FY30, etc.) and future workload will depend on the outcomes negotiated in each cycle. System updates and benefit adjustments may also require additional staff hours on an ongoing basis. While staffing levels are indeterminate at this time, an example of a position WWU would likely need is a 0.50 FTE Human Resources Analyst position. The estimated annual cost associated with this position, including salary and benefits, is \$43,473, including 13.8% being benefits. This position would be responsible for coordinating negotiations, assessing negotiated-related impacts to the university, and ensuring compliance with bargaining obligations.

Because impacts depend on future negotiations, employee participation, and benefit design, the university cannot determine the magnitude of costs at this time.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

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: 1069 HB	Title: Supp. retirement bargaining	Agency: 699-Community and Technical College System
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

Non-zero but indeterminate cost and/or savings. Please see discussion.

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:

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- 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:	Phone:	Date: 02/11/2026
Agency Preparation: Stephanie Winner	Phone: 360-704-1023	Date: 02/19/2026
Agency Approval: Stephanie Winner	Phone: 360-704-1023	Date: 02/19/2026
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 02/26/2026

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.

HB 1069 (2025) amends RCW 41.80.040 to allow state agencies and their employees to bargain over employer contributions to supplemental retirement benefits administered by, or on behalf of, employee organizations, including medical plans.

Indeterminate fiscal impact.

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.

No cash receipts impact.

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.

Indeterminate expenditure impact associated with potential negotiations and potential legal counsel.

It is unknown how many institutions, if any, will enter negotiations to bargain employer contributions to supplemental retirement benefits, including medical plans.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Non-zero but indeterminate cost and/or savings. Please see discussion.

III. B - Expenditures by Object Or Purpose

Non-zero but indeterminate cost and/or savings. Please see discussion.

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

No capital budget impact.

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: 1069 HB	Title: Supp. retirement bargaining	Agency: AFN-Actuarial Fiscal Note - State Actuary
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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:	Phone:	Date: 02/11/2026
Agency Preparation: Aaron Gutierrez	Phone: 360-786-6152	Date: 02/11/2026
Agency Approval: Michael Harbour	Phone: 360-786-6151	Date: 02/11/2026
OFM Review: Scott Hancock	Phone: (360) 890-2518	Date: 02/13/2026

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.

This bill allows collective bargaining for certain supplemental retirement benefits, but it specifically excludes the plans administered by the Department of Retirement Systems. As a result, this bill has no impact to state pensions.

If future collective bargaining changes the Public Employees Benefits Board (PEBB) retiree medical benefits or subsidies, this could impact the Other Postemployment Benefits (OPEB) obligations accounted for by the state. To the extent that this occurs, the Office of the State Actuary (OSA) will update future OPEB actuarial valuations to reflect the impact of these changes on the Total OPEB Liability.

For additional context on these benefits under current law, please see OSA's website for the most recent PEBB OPEB report: <https://leg.wa.gov/studies-audits-and-reports/actuarial-reporting/other-postemployment-benefits-opeb/>

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.