



State of Washington
Department of Corrections

Contract No. K8262
Amendment No. 6

This Amendment is made by the state of Washington, Department of Corrections, hereinafter referred to as Department, for the purpose of unilaterally amending the above-referenced Contract, heretofore entered into between the Department and The Transition House, Inc.

WHEREAS the 65th Legislature passed, and the Governor signed SSB 5883, the 2017 -2019 Biennium Operating Budget on 6/30/2017;

WHEREAS, that Operating Budget in Section 220, directed the Department to revise its agreements and contracts to include a provision that requires each Contractor to agree to equality among its workers by ensuring similarly employed individuals are compensated equally;

NOW THEREFORE, the following provision is added to the above referenced Contract;

EQUALITY IN COMPENSATION

The contractor must ensure that similarly employed individuals in its workforce are compensated as equals, consistent with the following:

- a. Employees are similarly employed if the individuals work for the same employer, the performance of the job requires comparable skill, effort, and responsibility, and the jobs are performed under similar working conditions. Job titles alone are not determinative of whether employees are similarly employed;*
- b. Contractor may allow differentials in compensation for its workers based in good faith on any of the following:*

(I) A seniority system; a merit system; a system that measures earnings by quantity or quality of production; a bona fide job-related factor or factors; or a bona fide regional difference in compensation levels.

(II) A bona fide job-related factor or factors may include, but not be limited to, education, training, or experience, that is: Consistent with business necessity; not based on or derived from a gender-based differential; and accounts for the entire differential.

(III) A bona fide regional difference in compensation level must be: Consistent with business necessity; not based on or derived from a gender-based differential; and account for the entire differential.

This Contract may be terminated if the Department determines that the contractor is not in compliance with this provision.

The effective date of this amendment is July 1, 2017. All other terms and conditions contained in the Contract and any amendments thereto shall remain in full force and effect.

This Contract Amendment, consisting of two (2) page, is executed by the person signing below who warrants that they have the authority to execute this Contract Amendment.

DEPARTMENT OF CORRECTIONS

(Signature)
John R. Nispel

(Printed Name)
Contracts Administrator

(Title)

Approved as to Form:
This amendment format was approved
by the Office of the Attorney General.
Approval on file.