
HOUSE CONCURRENT RESOLUTION 4405

State of Washington

55th Legislature

1997 Regular Session

By Representatives Wood, Gombosky, McMorris, Conway, Hatfield, Blalock, O'Brien, Cooper, Cole and Sullivan

Read first time 02/14/97. Referred to Committee on Commerce & Labor.

1 WHEREAS, Over the past fifteen years, the national and state
2 economy has witnessed an enormous growth in permanent workers being
3 replaced by "contingent workers," workers who are temporary and
4 involuntary part-time workers, workers on-call, leased workers, day
5 laborers, the self-employed, and "independent" contract workers; and

6 WHEREAS, During this same period, national statistics disclose a
7 decline in wages for a large majority of wage earners, a loss in
8 individual and family benefits, and an increase in employment
9 insecurity; and

10 WHEREAS, Although reports suggest that the growth in the contingent
11 work force is a serious problem, there has been no comprehensive study
12 of Washington's contingent work force to learn the impact that this
13 phenomenon has had on individuals and families, local economies, and
14 the state economy;

15 NOW, THEREFORE, BE IT RESOLVED, By the House of Representatives of
16 the state of Washington, the Senate concurring, That a study of the
17 contingent work force be conducted to review and make recommendations
18 on the following issues with respect to Washington's contingent work
19 force:

20 How many workers, in both the private and public sector, are part
21 of the contingent work force;

1 What has been the growth rate of the contingent work force;
2 What is the demographic breakdown of the contingent work force;
3 What is the wage and benefit profile of the contingent work force;
4 What is the industrial and geographical breakdown of the contingent
5 work force;

6 What are the explanations for the growth of the contingent work
7 force;

8 What impact has the growth of the contingent work force had on
9 employees and their families, the state's local economies, and the
10 state economy;

11 Which state and federal laws, if any, provide for a different level
12 of employee benefits based on the number of hours per week a person
13 works or on the permanence of his or her employment;

14 To what extent are employer provided/contract benefits based on the
15 number of hours per week a person works or on the permanence of his or
16 her employment;

17 How has the growth of the contingent work force impacted social
18 services;

19 What legislative proposals, at either the federal or state level,
20 are being offered to address the concerns raised by the growth of the
21 contingent work force; and

22 BE IT FURTHER RESOLVED, That the study be conducted by an
23 interagency task force, the task force to include representatives of
24 the department of labor and industries, including staff from the
25 employment standards program and from SHARP, the employment security
26 department, the work force training and education coordinating board,
27 the department of social and health services, and the office of
28 financial management. The department of labor and industries shall be
29 the lead agency; and

30 BE IT FURTHER RESOLVED, That the task force shall consult with and
31 be advised and monitored by an advisory committee consisting of twelve
32 members: One member from each caucus of the Senate, each member being
33 a member of the Senate commerce and labor committee, appointed by the
34 President of the Senate; one member from each caucus of the House of
35 Representatives, each member being a member of the House of
36 Representatives commerce and labor committee, appointed by the Speaker
37 of the House of Representatives; four members representing labor,
38 appointed jointly by the President of the Senate and the Speaker of the
39 House of Representatives, from a list of names recommended by a state-

1 wide organization representing a cross-section and majority of
2 organized labor in the state; and four members representing business,
3 appointed jointly by the President of the Senate and the Speaker of the
4 House of Representatives, from a list of names recommended by a state-
5 wide organization of employers representing a majority of employers of
6 the state; and

7 BE IT FURTHER RESOLVED, That the department of labor and industries
8 report the findings and recommendations of the interagency study to the
9 commerce and labor committees of the Senate and House of
10 Representatives by December 1, 1997; and

11 BE IT FURTHER RESOLVED, That the interagency task force expires
12 July 1, 1998.

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