**1298-S2 AMS BAUM S5782.1 - NOT FOR FLOOR USE**

**2SHB 1298** - S AMD TO LBRC COMM AMD (S-5546.1/18) **776**

By Senator Baumgartner

**NOT ADOPTED 02/28/2018**

On page 4, after line 15 of the amendment, insert the following:

"NEW SECTION. **Sec.**  (1) In order to facilitate any investigation into allegations of violating this chapter, employers shall retain the following records for three years:

(a) All hiring policies effective at any time during the three years preceding the charge;

(b) Any and all policies and procedures regarding conducting or using criminal background checks; and

(c) All job postings, and each version of any job applications utilized. Applications of individuals hired shall serve as a representative sample of the application for each position.

(2) No local government may adopt more stringent record retention requirements, for ordinances dealing with the subject matter of this chapter, except that any such local government ordinance or regulation in existence on the effective date of this section is not affected."

Renumber the remaining sections consecutively and correct any internal references accordingly.

On page 4, line 16 of the amendment, after "6," insert "7,"

EFFECT: Specifies records that employers must retain for 3 years, which may not be extended by local governments except ordinances in existence on the effective date.