

2 SCR 8402 - S AMD - 299

3 By Senators Franklin, Costa, Hochstatter, Fairley, Kline and  
4 Wojahn

5 ADOPTED 3/31/99

6 Strike everything beginning with "WHEREAS" on page 1, line 1,  
7 through "July 1, 2000." on page 3, line 12, and insert the following:

8 "WHEREAS, Over the past fifteen years, the national and state  
9 economy has witnessed growth in the "contingent work force"; and

10 WHEREAS, The contingent work force consists of short-term temporary  
11 workers, long-term temporary workers, part-time workers, on-call  
12 workers, leased workers, day laborers, the self-employed, independent  
13 contract workers, and other workers who have alternative work  
14 arrangements; and

15 WHEREAS, Although reports suggest that the growth in the contingent  
16 work force has provided challenges for workers and employers, there has  
17 been no comprehensive study of Washington's contingent work force to  
18 learn the impact that this phenomenon has had on individuals and  
19 families, local economies, and the state economy;

20 NOW, THEREFORE, BE IT RESOLVED, By the Senate of the state of  
21 Washington, the House of Representatives concurring, That a study of  
22 the contingent work force be conducted to review and make  
23 recommendations on the following issues with respect to Washington's  
24 contingent work force:

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

27 How many workers choose to be part of the contingent work force and  
28 how many feel they have no choice;

29 How long do workers remain part of the contingent work force;

30 What has been the growth rate of the contingent work force;

31 What is the demographic breakdown of the contingent work force;

32 What is the wage and benefit profile of the contingent work force;

33 What is the industrial and geographical breakdown of the contingent  
34 work force;

35 What are the explanations for the growth of the contingent work  
36 force;

1           What impact has the growth of the contingent work force had on  
2 employees and their families, the state's local economies, and the  
3 state economy;

4           What impact have the policies of the insurance industry had on the  
5 availability of employee benefits to the contingent work force;

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

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

12           How has the growth of the contingent work force impacted social  
13 services;

14           What legislative proposals, at either the federal or state level,  
15 are being offered to address challenges created by the growth of the  
16 contingent work force;

17           To what extent can state wage and hour laws be updated to clarify  
18 employment and recordkeeping requirements for contingent workers and  
19 their employers; and

20           Other issues identified by the contingent work force task force;  
21 and

22           BE IT FURTHER RESOLVED, That the study be conducted by a contingent  
23 work force task force consisting of eight voting members: one member  
24 from each caucus of the Senate, each member being a member of the  
25 Senate labor and workforce development committee, appointed by the  
26 President of the Senate; one member from each caucus of the House of  
27 Representatives, each member being a member of the House of  
28 Representatives commerce and labor committee, appointed by the Co-  
29 Speakers of the House of Representatives; two members representing  
30 labor, appointed jointly by the President of the Senate and the Co-  
31 Speakers of the House of Representatives, from a list of names  
32 recommended by a state-wide organization representing a cross section  
33 and majority of organized labor in the state; and two members  
34 representing business, appointed jointly by the President of the Senate  
35 and the Co-Speakers of the House of Representatives, from a list of  
36 names recommended by a state-wide organization of employers  
37 representing a majority of employers of the state. The department of  
38 labor and industries shall be the lead agency; and

1 BE IT FURTHER RESOLVED, That the task force shall consult with and  
2 be advised by an advisory committee consisting of six nonvoting  
3 members: two representatives of the department of labor and industries,  
4 including staff from the employment standards program and from the  
5 safety and health assessment and research for prevention program  
6 (SHARP); one representative of the employment security department; one  
7 representative of the work force training and education coordinating  
8 board; one representative of the department of social and health  
9 services; and one representative of the office of financial management;  
10 and

11 BE IT FURTHER RESOLVED, That Senate committee services and the  
12 House office of program research, as directed, shall provide support to  
13 the contingent work force task force; and

14 BE IT FURTHER RESOLVED, That the findings and recommendations of  
15 the contingent work force task force study shall be reported to the  
16 labor and workforce development committee of the Senate and the  
17 commerce and labor committee of the House of Representatives by  
18 December 1, 1999; and

19 BE IT FURTHER RESOLVED, That the contingent work force task force  
20 expires July 1, 2000."

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**EFFECT:** Requires that the task force review the extent to which state wage and hour laws can be updated to clarify employment and recordkeeping requirements for contingent workers and their employers. Creates an advisory committee of agency representatives. Resolves that Senate committee services and the House office of program research provide support to the task force.