

5583-S

Sponsor(s): Senate Committee on Labor & Workforce Development  
(originally sponsored by Senators Franklin, Fairley and Kline)

Brief Title: Prohibiting employers from not providing benefits to employees.

**SB 5583-S - DIGEST**

(DIGEST OF PROPOSED 1ST SUBSTITUTE)

Declares that it is an unfair practice for any employer to:  
(1) Terminate any employee solely to avoid providing or continuing to provide employment-based benefits to which the employee would become or is entitled under any state law or any employer policy;

(2) misclassify any employee with the intent to avoid providing or continuing to provide employment-based benefits to which the employee would become or is entitled under any state law or any employer policy;

(3) limit the term of a contract with an employee solely to avoid providing employment-based benefits to which the employee would become entitled under any state law or any employer policy;

(4) include any other language in a contract with an employee that requires the employee to forego employment-based benefits to which the employee would become or is entitled under any state law or any employer policy; or

(5) terminate or in any manner discriminate against an employee because the employee has filed or communicated to the employer an intent to file an action alleging a violation of this act.