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**SENATE CONCURRENT RESOLUTION 8407**

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**State of Washington                      55th Legislature                      1997 Regular Session**

**By Senators Franklin, Schow, Heavey and Fraser**

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