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**Commerce & Labor Committee**

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**HB 2159**

**Brief Description:** Regarding employer disclosures.

**Sponsors:** Representatives Conway, Linville, Miloscia, Kenney and Morris.

**Brief Summary of Bill**

- Requires employers to give job applicants specific information about jobs in writing and within 24 hours of receiving job applications.
- Makes the disclosure requirement apply only to persons who had 10 or more full-time employees in the previous year, and only to jobs paying less than 150 percent of the state minimum wage rate.
- Abolishes civil actions related to violations of the disclosure requirement.

**Hearing Date:** 1/26/04

**Staff:** Jill Reinmuth (786-7134).

**Background:**

Neither federal law nor state law require an employer to give a job applicant specific information about a job.

**Summary of Bill:**

Within 24 hours of receiving a job application, an employer must give the job applicant written information about the following:

- The nature of the work;
- Wages, hours, and working conditions;
- Required alcohol or control substances testing, and
- Required uniforms or other apparel.

The disclosure requirement applies only to persons who had 10 or more full-time employees in the previous year, and only to jobs paying less than 150 percent of the state minimum wage rate. (This amount is currently \$10.74.)

Civil actions related to violations of the disclosure requirement are abolished.

**Rules Authority:** The bill does not contain provisions addressing the rule-making powers of an agency.

**Appropriation:** None.

**Fiscal Note:** Requested on January 20, 2004.

**Effective Date:** The bill takes effect 90 days after adjournment of session in which bill is passed.