

# SENATE BILL REPORT

## HB 1533

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As of March 21, 2019

**Title:** An act relating to making information about domestic violence resources available in the workplace.

**Brief Description:** Making information about domestic violence resources available in the workplace.

**Sponsors:** Representatives Mosbrucker, Pettigrew, Corry, Goodman, Maycumber, Dye, Macri, Griffey, Kraft, Van Werven, Chambers, Walsh, Graham, Appleton, Blake, Doglio, Reeves, Stanford, Valdez and Leavitt.

**Brief History:** Passed House: 2/20/19, 94-1.

**Committee Activity:** Labor & Commerce: 3/21/19.

### Brief Summary of Bill

- Requires the Employment Security Department to create a poster regarding domestic violence and requires employers to post the poster in a place with other required employment posters.

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### SENATE COMMITTEE ON LABOR & COMMERCE

**Staff:** Jarrett Sacks (786-7448)

**Background:** In the criminal context, a domestic violence offense is a crime committed by one family or household member against another. In the absence of a criminal case, a person experiencing domestic violence may seek a civil protection order that restrains the respondent from contacting the protected person or visiting certain locations.

The state has several programs related to domestic violence assistance. For example, the Department of Social and Health Services (DSHS) contracts with local governments for services, and contact information for domestic violence organizations is on the DSHS's website. The Administrative Office of the Courts prepares and makes available an informational brochure regarding civil protection orders and related matters.

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*This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.*

State and federal laws require employers to display posters to inform employees of certain employment rights. Examples of state-required posters include:

- a notice to employees that outlines the steps a worker should take if a job-related injury occurs;
- a notice that outlines parts of the Washington Industrial Safety and Health Act; and
- a Your Rights as a Worker poster that outlines wage and overtime, meal and rest break, and leave requirements.

**Summary of Bill:** The Employment Security Department (ESD) must create an employment poster regarding domestic violence. ESD must make the poster available on its website and may make the poster available in other formats. The poster must include space in which an employer must provide the name or names of community resources regarding domestic violence. The employer must post the poster and keep it posted in a conspicuous place where other required employment posters are posted. The bill does not create any liability for any person or entity for any acts or omissions.

**Appropriation:** None.

**Fiscal Note:** Available.

**Creates Committee/Commission/Task Force that includes Legislative members:** No.

**Effective Date:** Ninety days after adjournment of session in which bill is passed.

**Staff Summary of Public Testimony:** PRO: One in three women experience domestic violence. Sometimes the workplace is the only place domestic violence victims can go and be away from their perpetrators. Workers can find resources on these posters. Business supports the bill and it is not an inconvenience for small businesses.

**Persons Testifying:** PRO: Representative Gina Mosbrucker, Prime Sponsor; James King, Independent Business Association; Bob Battles, Association of Washington Business.

**Persons Signed In To Testify But Not Testifying:** No one.