
SENATE BILL 6205

State of Washington

56th Legislature

2000 Regular Session

By Senator Fairley

Read first time 01/10/2000. Referred to Committee on Labor & Workforce Development.

1 AN ACT Relating to definitions of employment relationships; and
2 adding a new chapter to Title 49 RCW.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** LEGISLATIVE INTENT. Recent efforts to study
5 the contingent work force in Washington state have focused, in part, on
6 the definitions of terms used to describe certain employment
7 relationships. These efforts have revealed that federal and state laws
8 contain distinct and sometimes conflicting definitions of these terms.
9 Likewise, government agencies and interested parties often use
10 conflicting definitions of these terms. The legislature finds that
11 common definitions of these terms would aid these efforts, and ensure
12 that their results could be more easily compared and contrasted. For
13 this reason, the legislature intends to adopt common definitions for
14 the sole purpose of guiding efforts undertaken by the state, its
15 institutions, and its agencies to study the contingent work force, and
16 framing policy discussions related to the contingent work force.

17 NEW SECTION. **Sec. 2.** DEFINITIONS. The definitions in this
18 section shall be used solely to guide efforts undertaken by the state,

1 its institutions, and its agencies to study the contingent work force,
2 and to frame policy discussions related to the contingent work force.

3 (1) "Employee" means any individual who performs services for
4 wages, salary, or other reimbursement under any contract of hire,
5 written or oral, express or implied, with an employer.

6 (2) "Employer" means any person who employs one or more employees.

7 (3) "Full-time employee" means any employee who works forty hours
8 per workweek or the number of hours per workweek that the employer
9 considers to be full-time, whichever is less.

10 (4) "Independent contractor" means any independent contractor as
11 defined by common law.

12 (5) "Part-time employee" means any employee who is not full-time.

13 (6) "Permanent employee" means any employee who is hired for an
14 indefinite period of time.

15 (7) "Permatemp" means any permanent employee who performs the same
16 work as or work comparable to that performed by other permanent
17 employees, but who the employer classifies as a temporary employee.

18 (8) "Temporary agency" means any person regularly undertaking with
19 or without compensation to procure employees for an employer
20 temporarily or to procure for employees opportunities to work for an
21 employer.

22 (9) "Temporary employee" means any employee who is not permanent.

23 NEW SECTION. **Sec. 3.** Captions used in this act are not any part
24 of the law.

25 NEW SECTION. **Sec. 4.** Sections 1 through 3 of this act constitute
26 a new chapter in Title 49 RCW.

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