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**SENATE CONCURRENT RESOLUTION 8407**

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**State of Washington**

**56th Legislature**

**1999 Regular Session**

**By** Senators Prentice, Hochstatter, T. Sheldon, Honeyford, Eide, Hale and Winsley

Read first time 02/15/1999. Referred to Committee on Labor & Workforce Development.

1       WHEREAS, The state economy has undergone significant changes since  
2 the last review of Washington state wage and hour laws; and

3       WHEREAS, State wage and hour laws have been passed in a piecemeal  
4 fashion over the years, which has created a number of gaps and  
5 inconsistencies; and

6       WHEREAS, In recent years, lawsuits have overturned long-standing  
7 employment practices in areas where Washington statutes have failed to  
8 address critical issues; and

9       WHEREAS, Even recordkeeping requirements are confusing, and  
10 enforcement provisions raise serious concerns; and

11       WHEREAS, Both business and labor are seeking major changes to the  
12 state wage and hour laws;

13       NOW, THEREFORE, BE IT RESOLVED, By the Senate of the state of  
14 Washington, the House of Representatives concurring, That a study of  
15 the state wage and hour laws be conducted to review, and to make  
16 recommendations on, the following issues:

17       (1) Whether existing laws can be consolidated to eliminate  
18 duplicative requirements and to make laws clearer for both workers and  
19 employers;

20       (2) Whether wage collection and enforcement provisions within the  
21 law are adequate, and whether existing resources are sufficient;

1 (3) What wage and hour issues the existing laws fail to address,  
2 and whether there can be greater consistency between federal and state  
3 requirements;

4 (4) Whether changes are required in the existing exemptions and  
5 other coverage provisions;

6 (5) Whether employer recordkeeping requirements can be improved,  
7 and whether other agency requirements can be examined as part of the  
8 review;

9 (6) Whether current employer payroll requirements are adequate  
10 compared with other options;

11 (7) What steps can be taken to reduce litigation and to make  
12 employers and workers more aware of their rights and obligations; and

13 BE IT FURTHER RESOLVED, That the study be conducted by an  
14 employment standards task force composed of: One member from each  
15 caucus of the Senate, at least one of those being a member of the  
16 Senate labor and workforce development committee, appointed by the  
17 President of the Senate; and one member from each caucus of the House  
18 of Representatives, at least one of those being a member of the House  
19 of Representatives commerce and labor committee, appointed by the Co-  
20 Speakers of the House of Representatives; and

21 BE IT FURTHER RESOLVED, That the task force shall consult with, and  
22 shall be advised and monitored by, an advisory committee consisting of  
23 seven members: Three members representing labor, appointed jointly by  
24 the President of the Senate and the Co-Speakers of the House of  
25 Representatives from a list of names recommended by a statewide  
26 organization representing a cross section and majority of organized  
27 labor in the state; three members representing business, appointed  
28 jointly by the President of the Senate and the Co-Speakers of the House  
29 of Representatives from a list of names recommended by a statewide  
30 organization of employers representing a majority of employers of the  
31 state; and one member representing the department of labor and  
32 industries employment standards division; and

33 BE IT FURTHER RESOLVED, That the department of labor and industries  
34 shall be the lead agency and report the findings and recommendations of  
35 the employment standards task force study to the commerce and labor  
36 committees of the Senate and House of Representatives by December 1,  
37 1999; and

1 BE IT FURTHER RESOLVED, That the employment standards task force  
2 expires July 1, 2000.

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