

FINAL BILL REPORT

SHB 1217

C 243 L 23
Synopsis as Enacted

Brief Description: Concerning wage complaints.

Sponsors: House Committee on Labor & Workplace Standards (originally sponsored by Representatives Ortiz-Self, Fosse, Berry, Reed, Simmons, Gregerson, Ramel, Macri and Pollet).

House Committee on Labor & Workplace Standards
Senate Committee on Labor & Commerce

Background:

An individual who is owed wages may file a wage complaint with the Department of Labor and Industries (Department) under the Wage Payment Act (WPA). Unless the complaint is otherwise resolved, the Department must issue either a citation and notice of assessment (NOA) or a determination of compliance.

When the Department issues a citation and NOA, it may order the employer to pay the employee all wages owed, including interest of 1 percent per month, calculated from the first date wages were owed.

The WPA does not have a provision allowing for the collection of interest when a complaint is resolved before the issuance of a citation and NOA.

Summary:

For all wage complaints filed on or after January 1, 2024, if the Department offers the employer the option to resolve the complaint without a citation and NOA, and the employer accepts the offer, any settlement must include interest of 1 percent per month on amounts owed. The employee may request a waiver or reduction of interest as part of the settlement process.

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

Votes on Final Passage:

House	53	43	
Senate	33	16	(Senate amended)
House	62	34	(House concurred)

Effective: July 23, 2023