

**Labor and Workforce  
Development Committee**

**House of Representatives  
State of Washington**

**Final Report for 2012**

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House of Representatives  
State of Washington

**Date:** May 14, 2012

**2012 FINAL REPORT\***  
**House Labor and Workforce Development Committee**

**Summary of Major Legislation**

**BUILDING AND CONSTRUCTION**

**SB 6133**, which was enacted, requires journeymen and specialty electrician applicants to complete in-class education to be certified beginning July 1, 2013. (In-class education is required under current law to renew a trainee certificate.) A House companion, **HB 2358**, died in Committee.

Also enacted was **SSB 5412**, which provides a remedy for workplace reprisal or retaliatory action suffered by whistleblowers employed by elevator contractors.

**COLLECTIVE BARGAINING**

The Committee heard three bills that dealt with collective bargaining rights for different categories of public employees. **ESSB 6486**, which was enacted, grants collective bargaining rights under the Public Employees' Collective Bargaining Act (PECBA) to postdoctoral and clinical employees at the University of Washington and Washington State University. The Governor vetoed the bill's null and void clause; the veto message is available at <http://www.governor.wa.gov/billaction/2012/veto/6486.pdf>. A House companion, **HB 2681**, was not heard by the Committee.

**HB 2701**, **HB 2711**, and **HB 2830** would have modified collective bargaining rights for language access providers. **HB 2701** would have granted collective bargaining rights under the PECBA to language access providers who provide spoken interpreter services for Department of Labor and Industries (L&I) appointments. It also would have expanded the scope of bargaining for all language access providers to include health and welfare benefits, scheduling and distribution of appointments, and complaints against language access providers. **HB 2711** would have removed language access providers in legal proceedings and in the Medicaid Administrative Match (MAM) program from coverage by the PECBA. Both bills died in the House Ways and Means Committee.

**HB 2830** was referred directly to the Ways and Means Committee during the first special session. **HB 2830** would have granted collective bargaining rights under the PECBA to language access providers who provide spoken interpreter services for L&I medical appointments beginning in 2014. It also would have excluded language access providers in legal proceedings and in the MAM program from the PECBA. **HB 2830** died on the Senate Second Reading calendar.

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\*This summary and the table on page 15 describe selected bills related to the Committee's work that were not referred to the Committee.

## EMPLOYMENT

The Committee considered two bills concerning employment laws in particular occupations. **SSB 2395** would have made certain truck drivers moving cargo through the Ports of Seattle or Tacoma or the surrounding rail yards statutory employees for purposes of specified employment laws, including minimum wage and safety and health laws. The bill died in the Senate Rules Committee. The farm internship pilot project that took place in 2010 and 2011 would have been re-authorized until 2017 under **ESSB 6392**. Small farms in 15 counties offering an internship program and receiving a special certificate from the Department of Labor and Industries would have been able to employ interns at less than minimum wage and pay special industrial insurance rates. The bill died in the House Rules Committee.

**SHB 1832** addressed the rights of employees of service contractors at the Seattle-Tacoma International Airport. The bill would have established certain employee notice and retention requirements applicable when contracts for food and beverage, retail, security, or janitorial services were terminated or not renewed. It also would have required service contractors to enter into labor peace agreements with labor organizations. In 2011 the bill was passed by the House, but died in the Senate Labor, Commerce and Consumer Protection Committee. In 2012 the bill died on the House Second Reading Calendar.

Workplace bullying was the focus of **HB 1928**. The bill would have made it an unfair practice under the Washington Law Against Discrimination (WLAD) to subject an employee to an abusive work environment. (The bill differed from legislation on workplace bullying in 2005 and 2007 because it amended the WLAD.) The bill was heard, but not acted on, by the Committee.

## PREVAILING WAGE

The Committee reported out two prevailing wage bills. **SSB 6421**, which was enacted, permits a contractor or subcontractor to file an affidavit of wages paid on behalf of a subcontractor that has failed to file an affidavit. The contractor filing the affidavit must accept responsibility for payment of unpaid prevailing wages.

**ESHB 2669** would have created successor liability for prevailing wage violations. When a contractor or subcontractor quit business, a successor entity would be liable for prevailing wage violations if the successor had notice of the violations at the time of the sale. The bill defined successor entities and provided factors to be used in determining whether an entity was a successor. ESHB 2669 died in the Senate Rules Committee.

## SAFETY AND HEALTH

The Governor vetoed **EHB 2509**, which would have placed in statute the Blueprint for Safety program. This program is aimed at employers for which the traditional safety and health model has not been effective. The Department of Labor and Industries (L&I) would have been directed to expand the program from northwest Washington into an additional L&I region. The veto message is available at <http://apps.leg.wa.gov/documents/billdocs/2011->

<12/Pdf/Bills/Vetoed/2509.VTO.pdf>.

**HB 2412** would have increased civil and criminal penalties under the Washington Industrial Safety and Health Act (WISHA). In addition, the bill would have allowed a victim to meet with the L&I, and for certain incidents, to make a statement before the parties in any settlement negotiations. Additional reporting of illness, injury, or unsafe conditions would have been covered under the WISHA prohibition on discrimination, and the time for filing a discrimination complaint would have been increased. The bill died on the House Second Reading Calendar.

Pesticide drift was the subject of **2SHB 2413**. As reported by the Committee, the bill would have prohibited certain aerial pesticide applications on farms within one-quarter mile of child care facilities, schools, residences, and persons outdoors, and required notice of applications to employers of outdoor farm and nursery employees working within one-quarter mile of the intended application area. The Second Substitute recommended by the House Health and Human Services Appropriations and Oversight Committee would have required notice of applications to adjoining properties and to farm and nursery employees working within one-quarter mile of the intended application area (but did not prohibit applications) and established a Joint Select Committee on Pesticide Drift Exposure. The bill died in the House Rules Committee.

## **UNEMPLOYMENT COMPENSATION**

The Governor signed **SB 6389**, which removes the July 1, 2012, expiration of the self-employment assistance program (SEAP). Under the SEAP, persons receiving unemployment assistance are not required to look for work or meet other continuing eligibility requirements while participating in an approved program. The bill further provides that persons eligible for Workforce Investment Act services must also be provided the opportunity to enroll in self-employment assistance or entrepreneurial training programs.

## **WAGE AND HOUR**

The Committee considered six bills related to overtime compensation and the minimum wage.

**E2SHB 2501** would have modified the prohibition on mandatory overtime in health care facilities by including certified nursing assistants and technicians and excluding employees in critical access hospitals. It also would have narrowed the circumstances in which employers could use prescheduled on-call time to require mandatory overtime. E2SHB 2501 died in the Senate Rules Committee.

**HB 1532** would have created a "safe harbor" from liability for employers who failed to pay minimum wage or overtime compensation if they acted in good faith and in conformity with a Department of Labor and Industries (L&I) rule, policy, or practice.

Two bills - **HB 1258** and **HB 2497** - would have established a lower minimum wage rate for certain categories of employees. HB 1258 would have allowed employers to pay new employees a training wage of either 75 percent of the state minimum wage or the federal minimum wage, whichever was higher. HB 2497 would have allowed employers to take a tip credit. Employers

could pay their tipped employees at a rate of \$7.25 per hour if the employee received tips that at least equaled the difference between the state minimum wage rate and \$7.25.

Calculation of the adjusted minimum wage rate was the subject of **HB 2496** and **HB 2498**. HB 2496 would have required the L&I to use the Consumer Price Index for All Urban Consumers (CPI-U) to adjust the minimum wage rate, rather than the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). HB 2498 would have suspended the requirement that the L&I calculate an adjusted minimum wage rate when the average rate of unemployment in the state for the previous 12 months equaled or exceeded 7.5 percent.

Except for E2SHB 2501, the Committee did not act on these bills.

## **WORKERS' COMPENSATION**

**HB 2207** would have allowed employers and groups that participate in retrospective rating to schedule medical examinations and consultations and vocational rehabilitation assessments. The Committee did not act on this bill.

Under **SHB 2431**, multiple changes to workers' compensation provisions would have been made. The changes included requiring certain information to be provided to workers, including employer communications with workers' treating medical providers and surveillance information. The bill also would have required payment of attorney's fees by the self-insurer or the Department of Labor and Industries, as appropriate, when the Board of Industrial Insurance Appeals reverses a denial of the reopening of a claim settled with a structured settlement agreement. This bill died on the House Second Reading Calendar.

## **WORKFORCE DEVELOPMENT**

Aerospace training programs are the subject of **2SHB 2156**, which was introduced by request of Governor Gregoire and enacted. To meet the workforce development needs of the aerospace industry, various activities related to coordinating, aligning, and evaluating the aerospace training system are required. These activities are carried out by the State Board for Community and Technical Colleges, the Workforce Training and Education Coordinating Board (Workforce Board), and a new advisory committee consisting of industry representatives, labor representatives, and training providers. In addition, the Aerospace Training Student Loan Program (Loan Program) is made available to students enrolled in aerospace industry courses offered by Renton Technical College. Another bill related to the Loan Program, **HB 2292**, died in the Senate Ways and Means Committee.

**ESB 6141** establishes the lifelong learning program within the Workforce Board. The program builds on a pilot project in the five-county Pacific Mountain region that was operated by the Workforce Board and funded with a Lumina Foundation grant. The program combines lifelong learning accounts (LiLAs) for education and training with activities such as financial literacy and career counseling. The House companion, **HB 2580**, died in the Senate Higher Education and Workforce Development Committee.

The Career Pathways Act, **2SHB 2170**, would have required or encouraged a variety of activities

consistent with the state's 2014-2018 comprehensive plan for workforce training and the recent Harvard Graduate School of Education report entitled "Pathways to Prosperity." These activities included: providing information about multiple career pathways; designating career exploration partnership zones; developing programs of study that align secondary education with postsecondary education; offering multiple programs of study in high schools; and offering comprehensive career counseling in institutions of higher education. The bill died in the Senate Ways and Means Committee.

Other workforce development-related legislation addressed funding for education and training programs. **E2SHB 2265** would have provided for performance funding ("Washington Works" payments) for four-year institutions of higher education, but died in the Senate Higher Education and Workforce Development Committee. **HB 2348** would have transferred administration of Title I-B of the Workforce Investment Act from the Employment Security Department to the Workforce Board, but died in the House Ways and Means Committee.

## **OTHER**

**SHB 2568** would have prohibited the state, counties, and cities from requiring private employers to use the federal E-Verify program, unless required by federal law or as a condition of receiving federal funds. The bill would have prohibited requirements that a private employer use E-Verify as a condition of receiving a government contract, as a condition of obtaining a business license, or as a penalty for violating licensing laws. SHB 2568 died on the House Second Reading Calendar.

Minimum paid sick and safe leave was the subject of **HB 2508**. Employers with more than four full-time equivalent employees would have been required to provide paid leave to employees for: (1) specified medical reasons relating to the employee's or a family member's health; (2) reasons permitted under existing law for domestic violence, sexual assault, and stalking; or (3) closure of the employee's place of business, or child's school or place of care, because of specified public health emergencies. The Committee heard but did not take action on the bill.

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**Enacted**

<b>BILL NO.</b>	<b>PRIME SPONSOR</b>	<b>SUMMARY</b>	<b>STATUS</b>
<i><b>BUILDING AND CONSTRUCTION</b></i>			
SSB 5412	Keiser	<b>Elevator Whistleblowers</b> - Provides a remedy for workplace reprisal or retaliatory action for whistleblowers employed by elevator contractors.	C 54 L 12
SB 6133	Conway	<b>Electrician In-Class Education</b> - Requires journeyman and specialty electricians to complete a specified number of hours of in-class education to receive a certificate of competency.	C 32 L 12
<i><b>COLLECTIVE BARGAINING</b></i>			
ESSB 6486	Kohl-Welles	<b>Postdoctoral Employees</b> - Grants collective bargaining rights under the Public Employees' Collective Bargaining Act to postdoctoral and clinical employees at the University of Washington and Washington State University.	C 255 L 12 (Partial Veto)
<i><b>LICENSING</b></i>			
SHB 1057	Hudgins	<b>Farm Labor Contractor Account</b> - Creates the Farm Labor Contractor Account for the farm labor contractor licensing program.	C 158 L 12
<i><b>PREVAILING WAGE</b></i>			
SSB 6421	King	<b>Affidavits</b> - Permits a contractor or subcontractor on a public works project to file an affidavit of wages paid on behalf of a subcontractor who has failed to file under certain circumstances. Requires a contractor who files an affidavit on behalf of a nonresponsive subcontractor to accept responsibility for unpaid prevailing wages.	C 129 L 12
<i><b>UNEMPLOYMENT COMPENSATION</b></i>			
SSB 2491	Upthegrove	<b>Taxes - Rates for Successors</b> - Specifies particular circumstances in which a predecessor-successor relationship does not exist, and therefore, successor unemployment contribution rates are not assigned to an employer.	C 2 L 12 E 1
SB 6289	Rolfes	<b>Self-Employment Assistance</b> - Repeals the July 1, 2012, expiration of the self-employment assistance program (SEAP). Removes the requirement that participants in the SEAP not directly compete with former employers. Provides that individuals eligible for Workforce Investment Act services must have the same opportunity to enroll in self-employment assistance or entrepreneurial training programs as other training programs.	C 40 L 12

BILL NO.	PRIME SPONSOR	SUMMARY	STATUS
<i>WORKFORCE DEVELOPMENT</i>			
ESB 6141	Kilmer	<b>Lifelong Learning Accounts</b> - Establishes a lifelong learning program for employees, with the support of their employers, to create educational savings accounts.	C 33 L 12
2SHB 2156	Kenney	<b>Aerospace Training</b> - Requires the State Board for Community and Technical Colleges, with certain training providers, to facilitate coordination and alignment of aerospace training programs. Requires an advisory committee of industry representatives, labor representatives, and training providers to perform certain duties, such as recommending training programs for review. Requires the Workforce Training and Education Coordinating Board to evaluate certain training programs every year and analyze the results of the training system every four years. Makes the Aerospace Training Student Loan Program available to students enrolled in aerospace industry courses offered by Renton Technical College.	C 50 L 12



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**Other Bills Passed Out of Committee\*\***

BILL NO.	PRIME SPONSOR	SUMMARY	STATUS
<i>COLLECTIVE BARGAINING</i>			
HB 2701	Sells	<b>Language Access Providers</b> - Provides for collective bargaining under the Public Employees' Collective Bargaining Act between the Governor and a statewide unit of language access providers who provide services for the Department of Labor and Industries. Expands the scope of bargaining for language access providers.	H W&M
HB 2711	Pettigrew	<b>Language Access Providers</b> - Excludes interpreters in legal proceedings and the Medicaid Administrative Match program from the Public Employees' Collective Bargaining Act.	H W&M
<i>EMPLOYMENT</i>			
SHB 2395	Sells	<b>Drayage Truck Operators</b> - Makes certain truck drivers moving cargo through larger ports or intermodal rail yard property within 50 miles of such ports statutory employees for purposes of specified employment laws.	S Rules 2
ESSB 6392	Ranker	<b>Farm Internship</b> - Re-authorizes the farm internship pilot project until 2017, and allows participation by small farms in King, Whatcom, Kitsap, Pierce, Jefferson, Spokane, Yakima, Chelan, Grant, Kittitas, Lincoln, Okanogan, and Thurston counties, in addition to San Juan and Skagit counties.	H Rules R (reg. sess.) S Passed 3rd (1st spec. sess.)
<i>LICENSING</i>			
SSB 5069	Prentice	<b>Farm Labor Contractor Account</b> - Creates the Farm Labor Contractor Account for the farm labor contractor licensing program. Companion bill (SSB 1057) enacted.	H Rules R
<i>PREVAILING WAGE</i>			
SHB 2669	Ormsby	<b>Successor Liability</b> - Provides that when a contractor or subcontractor quits business, a successor entity is liable for any prevailing wage violations if the successor had notice of the violations at the time of the sale. Defines successor entities, and provides factors for determinations whether an entity is a successor.	S Rules 2

\*\*The summary describes the bill at the highest status attained in the House. Unless noted otherwise, the status indicated is prior to the transmission of bills to the original house and adjournment sine die of the 2012 regular session.

BILL NO.	PRIME SPONSOR	SUMMARY	STATUS
<b><i>SAFETY AND HEALTH</i></b>			
HB 2412	Kenney	<b>WISHA Employee Protections</b> - Increases civil and criminal penalties for violations under the Washington Industrial Safety and Health Act (WISHA). Provides that upon request, the Director (or designee) of the Department of Labor and Industries must meet with a victim, provide information to a victim, and, for incidents resulting in death or serious injury, give the victim an opportunity to make a statement before the parties. Increases the time to file a discrimination complaint from 30 to 180 days and adds discrimination for reporting any unsafe condition to the employer and other reporting.	H Rules C
2SHB 2413	Reykdal	<b>Pesticide Drift</b> - Requires persons who apply pesticides on a farm by aircraft or air-blast sprayer to provide notice to properties adjacent to the intended application area. Requires employers to notify farm and nursery workers within one-quarter mile of the intended application area and ensure that workers remain at least one-quarter mile from the intended application area or work indoors. Establishes a Joint Select Committee on Pesticide Drift Exposure to formulate a state policy to reduce exposure of workers and other community members to drift while not adversely affecting agricultural and other economic sectors that use pesticides.	H Rules R
EHB 2509	Chandler	<b>Blueprint for Safety Program</b> - Enacts the Blueprint for Safety program within the Department of Labor and Industries to promote management and labor leadership in workplace safety and health as essential for long-term success, and expands the program to an additional region.	Gov Vetoes
<b><i>UNEMPLOYMENT COMPENSATION</i></b>			
HB 2339	Sells	<b>Taxes - Part-Time Employers</b> - Allows an employer employing a person on a part-time basis who is receiving unemployment benefits to request relief from benefit charges in certain circumstances.	S 2 <sup>nd</sup> Reading
ESHB 2344	Angel	<b>Benefits - Corporate Officers</b> - Specifies that a corporate officer is unemployed if the officer's wages with the corporation are less than 25 percent of the officer's total wages.	S 2 <sup>nd</sup> Reading

BILL NO.	PRIME SPONSOR	SUMMARY	STATUS
<i>WAGE AND HOUR</i>			
E2SHB 2501	Green	<b>Health Care Facility Employees</b> - Extends the prohibition on mandatory overtime in health care facilities to additional employees. Exempts critical access hospitals from the prohibition on mandatory overtime. Modifies exceptions to the prohibition on mandatory overtime related to prescheduled on-call time and completion of patient care procedures.	S Rules 2
<i>WORKERS' COMPENSATION</i>			
SHB 2359	Reykdal	<b>Network Providers</b> - Provides that the Department of Labor and Industries (Department) may not remove a provider from the health care provider network for failure to follow Department coverage decisions or treatment guidelines or policies if the treatment or procedure was ordered by the Board of Industrial Insurance Appeals or a court.	H Rules C
SHB 2431	Reykdal	<b>Industrial Insurance Laws</b> - Requires self-insured employers, when issuing payments to workers, to provide notice of the type of benefit and other information, and provides a penalty for failure to comply. Requires surveillance or other investigation information to be provided immediately to a worker under certain conditions. Requires employer communications with workers' treating medical providers to be provided to workers. Requires the Department of Labor and Industries to make a permanent disability determination within 60 days of a worker's request. Requires overpayment orders to include information about the overpayment. Requires payment of attorney's fees and costs when the Board of Industrial Insurance Appeals reverses a denial of the reopening of a claim settled with a structured settlement agreement. Defines "claim file" to include electronic information, phone logs, and other information.	H Rules C
SHB 2622	Kenney	<b>Workers' Primary Language</b> - Requires certain industrial insurance communications to be in the worker's primary language when designated by the worker.	H Rules R

BILL NO.	PRIME SPONSOR	SUMMARY	STATUS
<b>WORKFORCE DEVELOPMENT</b>			
2SHB 2170	Probst	<b>Career Pathways Act</b> - Expresses findings and intent related to multiple career pathways to marketable job skills and productive careers. Requires provision of information about multiple career pathways, employment prospects, and earnings; development of programs of study; identification of online career exploration tools and development of an online mentor program; and designation of career exploration partnership zones. Requires coordination of career pathway and opportunity programs to eliminate duplication and barriers; and requires development of an employee benefit account proposal. Encourages use of career pathway options in guidance and planning programs; modifies compulsory coursework and High School and Beyond plans; and encourages career counseling at institutions of higher education.	S W&M
E2SHB 2265	Probst	<b>Performance Funding for Four-Year Institutions</b> - Expresses intent to advance the goal of ensuring a high-value return on investment by developing and implementing a plan for measuring and rewarding the performance of four-year institutions. Requires the Office of Financial Management (OFM) to develop a recommended plan for measuring and rewarding performance of four-year institutions, and report on the recommended plan by December 1, 2012. Requires the OFM to measure performance on Washington works indicators by July 1, 2012, and each July 1 thereafter, and subject to legislative action, to disburse funds as rewards for such performance on July 10, 2013, and each July 10 thereafter.	S HE & WD
HB 2292	Maxwell	<b>Aerospace Student Loan Program</b> - Makes the Aerospace Training Student Loan Program available to students enrolled in aerospace industry courses offered by Renton Technical College. Similar provision incorporated in 2SHB 2156, which was enacted.	S HE & WD
HB 2348	Reykdal	<b>Workforce Investment Act Administration</b> - Expresses findings and intent about strengthening the state's workforce development system. Transfers powers, functions, and duties pertaining to administration of Title I-B of the Workforce Investment Act (WIA) from the Employment Security Department to the Workforce Training and Education Coordinating Board. Requires the Workforce Training and Education Coordinating Board and local workforce development councils to establish as their primary mission: developing a workforce for top industries; and increasing the percentage of Washington households living in the middle-income bracket or higher.	H W&M
HB 2580	Kenney	<b>Lifelong Learning Accounts</b> - Establishes a lifelong learning program for employees, with the support of their employers, to create educational savings accounts. Similar bill (ESB 6141) enacted.	H Rules R

BILL NO.	PRIME SPONSOR	SUMMARY	STATUS
<i>OTHER</i>			
SHB 2568	Kenney	<b>Employment Verification Systems</b> - Prohibits the state and municipalities from requiring that a private employer use the Employment Eligibility Verification (E-Verify) program, unless required by the federal government.	H 2 <sup>nd</sup> Reading

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**Bills Referred to Committee**

BILL NO.	PRIME SPONSOR	SUMMARY
<i><b>BUILDING AND CONSTRUCTION</b></i>		
HB 2358	Reykdal	<b>Electrician In-Class Education</b> - Requires journeyman and specialty electricians to complete a specified number of hours of in-class education to receive a certificate of competency. Companion bill (SB 6133) enacted.
<i><b>COLLECTIVE BARGAINING</b></i>		
HB 2681	Stanford	<b>Postdoctoral Researchers</b> - Makes the Public Employees' Collective Bargaining Act applicable to certain postdoctoral researchers at the University of Washington and Washington State University. Companion bill (ESSB 6486) enacted.
<i><b>EMPLOYMENT</b></i>		
HB 1928	Liias	<b>Workplace Bullying</b> - Makes it an unfair practice under the Washington Law Against Discrimination to subject an employee to an abusive work environment.
HB 2519	Green	<b>Nurse Staffing in Hospitals</b> - Requires the Department of Health (DOH) to adopt patient assignment limits for registered nurses who work in hospitals. Requires hospitals to regularly submit their staffing plans and other information related to nurse staffing to the DOH. Prohibits retaliation and penalties for complaints. Requires the DOH to conduct regular audits of hospital compliance.
HB 2627	Hope	<b>Employee Illegal Drug Use</b> - Requires law enforcement agencies and fire departments that have probable cause to believe an employee or officer is involved in illegal drug use to immediately suspend the individual pending a determination regarding the individual's illegal drug use.
HB 2628	Hope	<b>Employee Drug Testing</b> - Requires local governments to perform mandatory drug testing of officers and employees of law enforcement agencies and fire departments after traffic collisions, shooting incidents, and certain other incidents. Requires local governments to perform random drug testing for peace officers, firefighters, and other employees.
<i><b>LEAVE</b></i>		
HB 2508	Dickerson	<b>Sick and Safe Leave</b> - Requires employers with more than four employees to provide paid sick and safe leave for an employee's or a family member's illness or injury, diagnosis, treatment, or preventative care; for any of the purposes in the domestic violence leave law; or if an employee's place of business or child's school or place of care is closed for specified public health emergencies.

BILL NO.	PRIME SPONSOR	SUMMARY
<i>PREVAILING WAGE</i>		
HB 1433	Short	<b>Complaints</b> - Requires that a complaint concerning nonpayment of prevailing wage rates be filed within 30 days of the date that an interested party knew or should have known of the potential violation.
<i>UNEMPLOYMENT COMPENSATION</i>		
HB 2691	Chandler	<b>Taxes and Benefits - Maritime Services</b> - Excludes from mandatory coverage services performed by an individual on a fishing boat for which: the individual receives a share of the boat's catch of fish (or a share of the proceeds from the sale of the catch); and the amount of the individual's share depends on the amount of the boat's catch of fish. Specifies that this exclusion applies only if the operating crew of the boat is normally made up of fewer than 10 individuals.
<i>WAGE AND HOUR</i>		
HB 1258	Condotta	<b>Training Wage</b> - Allows employers to pay a training wage for a specified period of time.
HB 1532	Condotta	<b>Minimum Wage and Overtime "Safe Harbor"</b> - Limits the liability of an employer for failing to pay minimum wage or overtime compensation when the employer acted in good faith and in conformity with a rule, policy, or practice of the Department of Labor and Industries.
HB 2496	Condotta	<b>Minimum Wage Indexing</b> - Requires the Department of Labor and Industries to use the Consumer Price Index for All Urban Consumers (CPI-U), rather than the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), in adjusting the minimum wage rate.
HB 2497	Condotta	<b>Minimum Wage Tip Credit</b> - Permits employers to pay tipped employees \$7.25 per hour if the employee receives an additional amount in tips that is at least equal to the difference between the state minimum wage and \$7.25.
HB 2498	Condotta	<b>Minimum Wage Adjustment</b> - Suspends the requirement that the Department of Labor and Industries calculate an adjusted minimum wage when the average rate of unemployment in the state, seasonally adjusted, for the previous 12 months exceeds 7.5 percent.
<i>WORKERS' COMPENSATION</i>		
HB 2207	Springer	<b>Retro Scheduling Authority</b> - Allows retrospective rating plan employers and groups to schedule independent medical exams and consultations and vocational rehabilitation assessments.
<i>OTHER</i>		
HB 2484	Eddy	<b>State Employee Salaries</b> - Specifies that the base salary of a classified state employee's new position is determined without regard to the base salary of the employee's previous position, and prohibits the state from bargaining over adjustments following layoffs. (Prohibits the practice referred to as "Y-rating.")

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**Selected Bills of Interest to the Committee**

<b>BILL NO.</b>	<b>PRIME SPONSOR</b>	<b>SUMMARY</b>	<b>STATUS</b>
<i><b>COLLECTIVE BARGAINING</b></i>			
HB 2830	Hunter	<b>Language Access Providers</b> - Provides for collective bargaining under the Public Employees' Collective Bargaining Act (PECBA) between the Governor and language access providers who provide services for Department of Labor and Industries medical appointments beginning in 2014. Excludes interpreters in legal proceedings and the Medicaid Administrative Match program from the PECBA.	S 2 <sup>nd</sup> Reading (2 <sup>nd</sup> spec. sess.)
<i><b>WORKERS' COMPENSATION</b></i>			
SHB 2407	Roberts	<b>Structured Settlement Agreements</b> - Exempts from disclosure under the Public Records Act all information related to individual claims resolution structured settlement agreements submitted to the Board of Industrial Insurance Appeals (Board), other than final orders from the Board. Makes specified information gathered during the claims resolution structured settlement agreement process inadmissible in any future litigation.	S 2 <sup>nd</sup> Reading