

Labor Committee

House of Representatives
State of Washington

Final Report for 2015
(Regular and Special Sessions)

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House of Representatives
State of Washington

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**2015 FINAL REPORT
House Labor Committee**

Summary of Major Legislation

APPRENTICESHIP

The Committee continued to handle apprenticeship bills, although jurisdiction over workforce development issues was moved to a different committee.

One of the apprenticeship bills, **HB 1038**, was similar to a bill heard last session. HB 1038 passed the Committee and died in the Finance Committee. That bill would have extended apprenticeship utilization requirements to subsidized public works costing \$5 million or more, and defined subsidized public works to include projects on which one or more of the parties to the contract receives a loan from a public agency or receives a specified construction-related tax preference.

HB 1595, which was enacted, changes the definition of "labor hours" under the apprenticeship utilization requirement (AUR) statutes so that hours worked "upon" the project, rather than "on the site" of the project, are used when calculating hours under the AUR statutes.

Completion of an apprenticeship program would have been required to become a journey level or residential specialty electrician beginning in 2020 under **HB 1590**, which was nearly identical to 2014 legislation. The bill died in the Senate Commerce and Labor Committee.

ESB 5993, part of the transportation package which was signed by the Governor following the third special session, raises the apprenticeship utilization requirement threshold for Department of Transportation projects from \$2 to \$3 million for five years beginning July 1, 2015. The bill also requires the Department of Labor and Industries to create an electronic prevailing wage survey option.

BUILDING AND CONSTRUCTION

A number of bills were referred to the committee dealing with the appropriate level of regulation for specific construction industry activities. These bills included **HB 1608**, which would have allowed certain specialty electricians to perform plumbing work when replacing household appliances, and **HB 1291**, which would have exempted plumbers installing some types of residential fire protection sprinkler systems from fire protection sprinkler system credential requirements.

Also referred were proposals for exemptions that were not tied to specific types of work. **HB 1315** would have required the Department of Labor and Industries (Department) to grant a variance to a specialty electrician or plumber if the electrician or plumber established that the Department changed its interpretation or enforcement or new technology made a scope obsolete. Under **HB 1609**, the Department would have been required to adopt rules exempting minor or

incidental work from the requirement that a certified electrician or plumber perform the work. Public hearings were held on HB 1608, HB 1315, and HB 1609. The Committee did not take action on any of the bills.

COLLECTIVE BARGAINING

More collective bargaining bills were referred to the Committee compared to previous sessions. Many of the bills focused on the operation and financing of unions. For example: **HB 1968** dealt with an employee's right of nonassociation based on personally held religious beliefs; **HB 1774** would have prohibited agreements that restrict an employee's ability to refuse to join a union; **HB 1777** would have allowed public employees to choose collective bargaining agreements that do not contain union security provisions; **HB 2068** would have established procedures for public employees to deauthorize union security provisions; and **SB 5226** would have required unions of certain public employees to file specific financial statements with the Public Employment Relations Commission. The Committee did not hold a public hearing on these bills.

Other collective bargaining bills focused on extending interest arbitration to specified uniformed personnel: **HB 1122** (for emergency dispatch officers); **HB 1964 (SB 5763)** (for officers of the Department of Fish and Wildlife); and **HB 1987 (SB 5239)** (for certain county court marshals). These bills received public hearings but did not pass the Legislature. In addition, **HB 2034**, which died in the House Appropriations Committee, would have provided collective bargaining, including interest arbitration, to assistant attorneys general.

ESB 6092, which passed the Legislature in the second special session, provides interest arbitration to court marshals of any county, provided the marshals are employed by, trained for, and commissioned by the county sheriff and charged with enforcing laws, protecting and maintaining security in county-owned or contract property, and performing any other duties assigned to them by the county sheriff or by judicial order.

EMPLOYMENT – GENERAL

The Committee again examined independent contractor issues. **HB 1519**, a bill very similar to a 2014 bill, would have prohibited misclassification of employees as independent contractors under a new Employee Fair Classification Act (EFCA). An independent contractor definition in the EFCA would have replaced tests in many other areas of employment law. **HB 1519** died in the House Appropriations Committee.

Trade restraints, such as noncompetition agreements, were also a topic for committee consideration. Under **HB 1577**, noncompetition agreements would have been prohibited for employees entitled to overtime compensation or earning \$39,500 or less per year in gross wages. Agreements with an unreasonable time restriction would also have been prohibited and a presumption would have been established that an agreement not to compete for six months or longer was unreasonable. **HB 1926** was broader and made contracts that restrain a person from engaging in a lawful profession, trade, or business void, with exceptions for the sale of a business interest and in other circumstances. Both **HB 1577** and **HB 1926** died in the House Rules Committee.

ESHB 1646 would have created the Equal Pay Opportunity Act. The bill contained two primary elements. First, it would have modified the Equal Pay Act to include prohibiting the provision of less favorable employment opportunities based on gender; change the employer defense to require a job-related factor, including education, training, or experience, to justify a differential rather than a factor other than sex; and provide additional remedies. Second, the bill would have prohibited retaliation for certain workplace wage discussions and other activities. **ESHB 1646** passed the House and died in the Senate Commerce and Labor Committee.

The Committee also considered **SHB 1701**, which was similar to a bill from the 2014 session. The bill would have prohibited employers from asking about an applicant's arrests or convictions before determining whether the applicant was otherwise qualified for the job. Exceptions were created for certain jobs, such as jobs that involve unsupervised access to children. The bill died in the House Rules Committee.

LEAVE

The Committee took action on two bills relating to employee leave. **HB 1356**, which would have required most employers to provide paid sick and safe leave, was very similar to **ESHB 1313** from the 2013-14 biennium. The bill passed the House and died in the Senate Commerce and Labor Committee. **HB 1273**, which died in the House Appropriations Committee, would have implemented the family leave insurance law and also provided for paid leave for an employee's own or a family member's serious health condition.

PREVAILING WAGE

There were several prevailing wage bills referred to the Committee; however, only one, **HB 1231**, was voted out of Committee. **HB 1231**, which died in the House Rules Committee, would have required the prevailing wage rates to be established based on collective bargaining agreements. **HB 1073** would have established prevailing wage rates using a stratified random sampling method. **HB 1254** combined the concepts from those two bills and would have created a pilot project to establish the prevailing wage rate based on collective bargaining agreements for three specified trades and by stratified random sampling for another three trades. Both **HB 1073** and **HB 1254** were heard, but not voted out of the Committee.

Other bills would have changed when prevailing wage requirements apply: **HB 1455** (allowing local governments to opt out of requirements for certain projects); **HB 1456** (applying requirements to laborers employed directly "on the site" of the work); **HB 2014** (not applying requirements to workers on transportation projects unless they are employed directly "on the site" of the work); and **HB 2015** (not applying requirements to work performed or funded by nonprofit organizations). Of these four, only **HB 2014** received a public hearing. The bill did not pass the Committee.

Regarding the intents and affidavits that must be filed under prevailing wage requirements, **HB 1075** would have exempted from the filing process contractors whose contract amounts are \$750 or less. The bill received a hearing but did not pass out of the Committee.

SAFETY AND HEALTH

SHB 1809 (SB 5697) addressed minimum crew size requirements on trains. The bill passed the Committee but did not pass off the House floor. The bill would have required all freight and passenger trains to have a minimum of two crew, and provided additional crew size requirements for trains hauling hazardous materials, with the size and placement of crew dependent upon the size of the hazardous train and other factors. The bill would have created exceptions for certain trains. Attempts were made to hang a variation of **SHB 1809** onto an Environment Committee bill (E2SSB 5057), but those provisions were eventually removed from that bill.

WAGE AND HOUR

Two wage and hour bills that passed the House but died in the Senate Commerce and Labor Committee were: **HB 1355**, which would have increased the minimum hourly wage to \$12 over the course of four years; and **HB 1732**, which would have addressed meal and rest breaks of certain health care facility employees and amended the prohibition against mandatory overtime applicable to health care facilities. Another bill dealing with wages was **SHB 1518**, which would have created a wage lien for wage claims. The bill died in the House Appropriations Committee.

ESB 5893 (SHB 1930), which was enacted, specifies that for the purposes of the Minimum Wage Act and the Industrial Welfare Act, the term "employee" does not include an individual who is sixteen to twenty years old, in the individual's capacity as a player for a junior ice hockey team that meets certain criteria.

SHB 1284 was similar to a bill heard last year and would have created rules related to the hours of service for yardmasters. Among other things, the bill would have prohibited yardmasters from being placed on duty unless the yardmaster had a certain number of hours off duty within a 24 hour period and prohibited employers from interrupting the yardmaster during off duty hours of rest. The bill died in the House Rules Committee.

HB 1006 also died in the House Rules Committee. That bill would have changed the amount of damages, from double to treble damages, that an aggrieved employee could collect in a civil action against an employer who willfully and intentionally deprived the employee of wages.

Remedies for retaliation were again addressed in 2015. **SHB 1354**, which was very similar to a 2014 bill, would have created parallel retaliation provisions in several wage and related laws. The bill died in the House Rules Committee.

Finally, **SHB 1786**, which died in the Finance Committee, would have required wage standards to be met as a condition of eligibility for certain aerospace related business and occupation tax incentives.

WORKERS' COMPENSATION

In multiple sessions, the Committee has examined, in the context of firefighters and law enforcement officers, the law providing that benefits terminate when the spouse of a worker who died on the job remarries. This session, the Governor signed **SHB 1194**. The bill takes a different approach than bills from prior sessions and provides that the surviving spouses are entitled to the same benefits had they not remarried, payable from the Law Enforcement Officers' and Firefighters' Retirement System and Washington State Patrol Retirement System as appropriate.

Another issue the Committee has dealt with previously is the status of certain commercial vehicle drivers. **HB 1821** would have made coverage elective for owners and lessees of for-hire vehicles, limousines, and taxicabs. The bill died in the Senate Commerce and Labor Committee. However, a similar provision was enacted as part of ESSB 5550.

HB 1253, which died in Committee, would have required workers to report injuries to their employers within 60 days of injury or before filing the application for benefits, whichever came first, for a claim to be valid.

The vocational rehabilitation pilot program, created in 2007, was made permanent by **SHB 1496 (SSB 5451)**, which passed the House and Senate unanimously. The bill makes some minor changes to the program and allows the Department of Labor and Industries to offer financial incentives, similar to those used in the Preferred Worker program (such as temporary relief from premiums) and Stay-at-Work program (such as partial wage reimbursement), to encourage employers, including the employer of injury, to keep injured workers employed.

As in previous sessions, bills were referred to the Committee but were not heard that would have lowered the age for when an injured worker could enter into a structured settlement agreement: **HB 1778** (age 35) and **SB 5513** (age 40). Other bills referred to committee include **HB 1156**, which would have provided for private insurance and was not heard.

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Enacted

BILL NO.	PRIME SPONSOR	SUMMARY	STATUS
<i>APPRENTICESHIP</i>			
HB 1595	Senn	Changing the Definition of Labor Hours - Changes the definition of "labor hours" in the apprenticeship utilization requirement statutes to include hours worked "upon" the project, rather than "on the site" of the project.	C 48 L 15
2ESB 5993	King	Transportation Projects - Provides that the apprentice utilization requirement for Department of Transportation public works applies to projects estimated to cost \$3 million or more, rather than \$2 million or more, for five years beginning July 1, 2015. Requires the Department of Labor and Industries to provide an electronic prevailing age survey option to registered contractors.	C 40 L 15 E3
<i>BUILDING AND CONSTRUCTION</i>			
SHB 1749	MacEwen	Contractor Registration Requirements for Property Owners - Provides that an owner who improves and offers to sell property without occupying it for more than one year is not required to register as a contractor if the owner contracts with a general contractor.	C 52 L 15
<i>COLLECTIVE BARGAINING</i>			
ESB 6092	Roach	Interest Arbitration - Provides interest arbitration to court marshals of any county who are employed by, trained for, and commissioned by the county sheriff and charged with enforcing laws, protecting and maintaining security in county-owned or contracted property, and performing any other duties assigned by the sheriff or by judicial order.	C 6 L 15 E2
<i>SAFETY AND HEALTH</i>			
SHB 1127	Chandler	Agricultural Labor Grant Program - Creates the Agricultural Labor Skills and Safety Grant Program, to be administered by the Department of Commerce.	C 68 L 15
SHB 1604	Reykdal	Occupational Disease - Requires the Department of Labor and Industries to convene a work group to discuss establishing policies and procedures for the mandatory reporting of hazardous exposures suffered by firefighters.	C 139 L 15

WAGE AND HOUR			
ESB 5893	Fain	Junior Hockey Players - Specifies that "employee" as defined under the Minimum Wage Act and the Industrial Welfare Act does not include certain individuals who play for junior ice hockey leagues meeting specific criteria.	C 299 L 15
SB 5207	Lias	Registered Tow Truck Operators - Allows tow truck operators to close their business offices for up to one hour between 11:00 a.m. and 1:00 p.m., if certain requirements are met.	C 227 L 15
WORKERS' COMPENSATION			
SHB 1194	Kirby	Benefits for Remarried Spouses of a Member of the Law Enforcement Officers' and Firefighters' Retirement System (LEOFF) or the State Patrol Retirement System (WSPRS) - Provides that surviving spouses of members of the LEOFF and WSPRS whose industrial insurance benefits have terminated or would terminate on remarriage are entitled to the same benefits had they not remarried, payable from the LEOFF or WSPRS, as appropriate.	C 78 L15
SHB 1496	Sells	Vocational Rehabilitation Program - Makes provisions of the vocational rehabilitation pilot program permanent, with some changes. Provides financial incentives, including partial wage replacement and incentives consistent with the Preferred Worker and Stay-at-Work programs, for employers who employ injured workers receiving vocational services.	C 137 L15
ESB 5510	Braun	Benefit Accuracy Working Group - Requires the Department of Labor and Industries to convene a benefit accuracy working group.	C 178 L 15

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Other Bills Passed Out of Committee*

BILL NO.	PRIME SPONSOR	SUMMARY	STATUS
<i>APPRENTICESHIP</i>			
SHB 1038	Moeller	Subsidized Public Works Projects - Requires that 15 percent of labor hours on subsidized public works projects estimated to cost \$5 million or more be performed by apprentices, and defines "subsidized public works" to mean a project where a party to the contract receives a loan from a public agency or receives a specified construction-related tax preference for the project.	H Finance
HB 1387	Takko	Code Officials - Imposes a \$2 fee on building permits issued by cities and counties, to be deposited into a Code Officials Apprenticeship and Training Account to be used for the code officials apprenticeship program.	H Approps
HB 1590	Reykdal	Electricians - Requires completion of an apprenticeship program to become a journey level or residential specialty electrician beginning in 2020.	S Commerce and Labor
<i>COLLECTIVE BARGAINING</i>			
SHB 1964	Blake	Interest Arbitration for Department of Fish and Wildlife (DFW) - Adds certain DFW officers to the definition of "uniformed personnel" for the purposes of granting interest arbitration.	H Approps
HB 1987	Kochmar	Interest Arbitration for Court Marshals - Adds certain county court marshals to the definition of "uniformed personnel" for the purposes of granting interest arbitration.	S Commerce and Labor
HB 2034	Reykdal	Assistant Attorneys General - Provides for collective bargaining between assistant attorneys general and the Attorney General.	H Approps
HB 1230	Sells	Interest Arbitration and Unfair Labor Practices - Authorizes the Public Employment Relations Commission to order interest arbitration as a remedy when there has been an unfair labor practice.	S Commerce and Labor
HB 1863	Reykdal	Community and Technical College (CTC) employees - Requires the Boards of Trustees to award full- and part-time CTC academic employees step increases based on local agreements, even if the increases exceed the compensation provided by the Legislature.	S Commerce and Labor

*The summary describes the bill at the highest status attained in the House. The status indicated is prior to the transmission of bills to the original house and adjournment sine die of the 2015 regular session.

SSB 5763	Warnick	Department of Fish and Wildlife (DFW) - Requires DFW officers to bargain as their own coalition. Requires the parties to reference wages and employment conditions of similar employees as comparables during negotiation, and allows the Public Employment Relations Commission to order interest arbitration if it determines the parties engaged in bad faith bargaining or other unfair labor practice.	H Passed 3rd
<i>EMPLOYMENT -- GENERAL</i>			
HB 1512	Sells	Law Enforcement Officer Discipline - Provides that a disciplinary action or other adverse personnel action may not be taken by a law enforcement agency against a peace officer solely because that officer's name is on a prosecutor's list of recurring witnesses with known potential impeachment information or the officer's name may be subject to disclosure due to possibly exculpatory information.	S Law & Justice
HB 1519	Riccelli	Misclassification/Independent Contractors - Creates the Employee Fair Classification Act, which prohibits misclassification of employees as independent contractors and creates remedies, including civil penalties and damages. Defines "independent contractor" for purposes of the Employee Fair Classification Act and establishes the same definition for purposes of the Minimum Wage Act, unemployment insurance, industrial insurance, and other employment laws.	H Approps
HB 1577	Manweller	Noncompete Agreements - Provides that an employment noncompetition agreement is void if the employee: (1) is entitled to overtime compensation; (2) earns \$39,500 per year or less in gross wages; (3) is restricted from competing for an unreasonable length of time; or (4) is terminated without just cause or laid off, unless the agreement is part of a severance agreement. Establishes a presumption that an agreement not to compete for six months or longer is unreasonable. Requires a showing of actual harm for an employer to prevail in an action to enforce a noncompetition agreement.	H Rules R
ESHB 1646	Senn	Equal Pay Opportunity Act - Modifies the Equal Pay Act to include prohibiting the provision of less favorable employment opportunities based on gender, modify the employer defense, and add remedies. Prohibits retaliation for certain workplace wage discussions and other matters.	S Commerce and Labor
SHB 1701	Moscoso	Arrest and Conviction Information - Prohibits an employer from asking about an applicant's arrests or convictions before determining whether the applicant is qualified for the job. Provides certain exceptions, such as when an applicant would have unsupervised access to children. Creates a cause of action.	H Rules C
SHB 1786	Gregerson	Aerospace Tax Incentives - Requires wage standards to be met for businesses to be eligible for certain aerospace business and occupation tax incentives. Sets the standard as 80 percent and ultimately 100 percent of the state median wage for all workers employed by the business for at least three years.	H Finance
HB 1926	Stanford	Restraints of Trade - Makes restraints of trade void with some exceptions.	H Rules R

SHB 1930	MacEwen	Junior Hockey Players - Specifies that players of hockey teams affiliated with the Western Hockey League are not considered "employees" under the Minimum Wage Act, the Industrial Welfare Act, and the Industrial Safety and Health Act. Similar bill enacted (ESB 5893).	H Rules X
LEAVE			
SHB 1273	Robinson	Family and Medical Leave - Provides benefits for individuals on leave for a family member's serious health condition or the individual's own serious health condition, in addition to leave for a child's birth or placement for adoption. Provides 12 weeks of leave for birth or placement of a child and for a family member's serious health condition, plus 12 weeks for an individual's own serious health condition, in an application year. Provides for benefits based on the individual's wages rather than a flat amount. Assesses premiums on employers and allows employers to deduct one-half of premiums from employee pay.	H Approps
HB 1356	Jinkins	Paid Sick and Safe Leave - Requires employers with more than four full-time equivalent employees 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 requiring unpaid leave for purposes related to domestic violence, sexual assault, and stalking; and (3) closure of the employee's place of business or child's school or place of care due to specified public health emergencies.	S Commerce and Labor
PREVAILING WAGE			
HB 1231	Ormsby	Collective Bargaining Agreements - Requires the Department of Labor and Industries to establish prevailing wage rates based on collective bargaining agreements.	H Rules C
SAFETY AND HEALTH			
SHB 1651	Ryu	Trafficking - Defines "human trafficking" for purposes of required disclosures by employers of foreign workers and recruitment agencies and posters and brochures.	S 2nd Reading
SHB 1809	Haler	Train Crew Size - Requires all freight and passenger trains to have a minimum of two crew. Provides that trains hauling hazardous materials must operate with no less than three crew, or up to four crew on trains consisting of 51 or more cars. Specifies where crew must be placed on hazardous trains and creates exceptions for certain trains.	H Rules C
SSB 5234	Sheldon	Miniature Hobby Boilers - Exempts miniature hobby boilers from the inspection and other requirements for boilers if the miniature hobby boiler has been initially certified by the Department of Labor and Industries before being used.	H Rules R

WAGE AND HOUR			
SHB 1006	Sawyer	Damages for Wage Violations - Allows an employee to collect treble, rather than double, damages in a civil action against an employer for willfully and intentionally depriving the employee of wages.	H Rules C
HB 1195	Rodne	Tow Truck Operators - Allows tow truck operators to close their business office for one hour between 11:00 a.m. and 1:00 p.m. and requires operators to post contact information when the office is closed during those times. Identical bill enacted (SB 5207).	H Rules X
ESHB 1211	Hunt	Wage Payment Methods - Requires an employer to offer a method of wage payment that allows an employee to obtain the employee's wages without fees or costs, excluding check cashing fees and certain other fees. Requires an employer crediting wages to a payroll card account to offer at least one other method of wage payment that does not require the employee to open or maintain a direct deposit account.	S Commerce and Labor
SHB 1284	Haler	Yardmaster Hours - Creates rules related to the hours of service for yardmasters, including provisions prohibiting a yardmaster from being on duty over 276 hours in a month and providing that a yardmaster may not be placed on duty unless the yardmaster has had at least 10 straight hours off in the prior 24 hours. Provides other rules related to off duty rest for yardmasters.	H Rules C
SHB 1354	Ryu	Retaliation - Creates parallel retaliation provisions in several wage and related laws and establishes criminal penalties and administrative and court enforcement for violation of retaliation provisions.	H Rules C
HB 1355	Farrell	Minimum Wage - Raises the minimum hourly wage to \$12 over four years.	S Commerce and Labor
HB 1518	Gregerson	Wage Liens - Creates a wage lien for wage claims. Establishes procedures for the recording, foreclosure, and extinguishing of wage liens. Applies to real and personal property owned by employers, and to real property of others for wage claims based on the maintenance of the real property.	H Approps
SHB 1725	Cody	Overtime for Individual Providers - Authorizes the Department of Social and Human Services (DSHS) to adopt rules establishing criteria for the number of hours per week the DSHS may pay any single individual provider. Provides that the in-home care consumer's right to assign hours to individual providers must be consistent with the DSHS's criteria and rules.	H Rules R
HB 1732	Reykdal	Nurses' Meal and Rest Breaks and Overtime - Requires that meal and rest periods for certain health care facility employees must be uninterrupted, with certain exceptions. Requires the employer to record when an employee takes or misses a meal or rest period. Extends the prohibition against mandatory overtime in health care facilities to additional health care employees, specifies restrictions on the use of prescheduled on-call time to fill chronic or foreseeable staff shortages, and makes other changes regarding mandatory overtime.	S Commerce and Labor

WORKERS' COMPENSATION			
HB 1602	Bergquist	Occupational Disease Presumption for Emergency Medical Technicians - Extends the occupational disease presumption statute to emergency medical technicians defined as firefighters under Law Enforcement Officers' and Firefighters' retirement statutes.	H Rules C
HB 1603	Moeller	Occupational Disease Presumption for Fire Investigators - Extends the occupational disease presumption statute to fire investigators of public employees.	H Rules C
SHB 1611	Reykdal	Attorneys' Fees and Costs - Requires that attorneys' fees and costs be paid by the State Fund or self-insurer, as appropriate, when the Board of Industrial Insurance Appeals issues certain orders regarding treatment or paying for treatment.	H Rules R
HB 1612	Robinson	Self-insured Appeals - Creates escalating penalties for a self-insured employer who unreasonably delays or refuses to pay benefits pending an appeal.	H Rules R
SHB 1613	Pollet	Permanent Partial Disability Medical Costs - Allows the Supervisor of Industrial Insurance to authorize medications and related treatment after claim closure in certain cases of permanent partial disability, to protect the worker's life.	H Rules R
HB 1821	Sullivan	For-hire vehicles - Exempts owners and lessees of for-hire vehicles, taxicabs, and limousines from mandatory coverage. Similar bill enacted (ESSB 5550).	S Commerce and Labor
SSB 5418	Keiser	Catastrophically Injured Workers - Requires the Department of Labor and Industries to create a pilot program under which innovative treatment and service interventions for catastrophically injured workers are compared to usual or standardized care. Provides for approaches to be piloted by any or all of: (1) A medical management firm; (2) centers of excellence; (3) centers of occupational health and education; and (4) other innovative treatment or services.	H Approps
SSB 5451	Braun	Vocational Rehabilitation Program - Makes provisions of the vocational rehabilitation pilot program permanent, with some changes. Provides financial incentives, including partial wage replacement and incentives consistent with the Preferred Worker and Stay-at-Work programs, for employers who employ injured workers receiving vocational services. Identical bill enacted (SHB 1496).	H Approps

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Bills Referred to Committee

BILL NO.	PRIME SPONSOR	SUMMARY
<i>BUILDING AND CONSTRUCTION</i>		
HB 1291	Buys	Residential Fire Sprinkler Systems - Exempts from fire protection sprinkler system licensing and credentialing requirements: (1) plumbers (journey and residential specialty) installing residential systems connected to potable water; and (2) persons designing residential systems connected to potable water that meet certain building code standards.
HB 1608	Buys	Specialty Electricians/Plumbing - Adds HVAC/R and certified appliance repair specialty electricians to the electrician specialties allowed to perform plumbing work incidental to replacement of appliances and other work. Removes requirement that the incidental work require limited electric power.
HB 1609	Manweller	Minor and Incidental Electrical and Plumbing Work Exemption - Requires the Department of Labor and Industries to exempt by rule certain minor and incidental electrical and plumbing work from worker certification requirements.
HB 1876	Manweller	Permitting and Credentialing Exemption for Security Systems - Exempts from electrical licensing, certification, permitting, and inspection requirements the installation of residential low voltage security systems.
EHB 5282	Braun	Permitting Exemption for Security Systems - Exempts from electrical permitting and inspection requirements the installation of residential low voltage security systems.
<i>COLLECTIVE BARGAINING</i>		
HB 1242	Muri	Right to Strike - Explicitly provides that educational employees are not granted the right to strike.
HB 1773	Hunt	Use of Public Resources - Prohibits the use of public resources for purposes of collective bargaining activities.
HB 1774	Shea	Union Membership - Prohibits agreements or provisions that would restrict an employee's ability to resign union membership or stop paying union dues or fees. Provides exceptions for certain employee units.
HB 1777	Condotta	Union Security Provisions - Allows public employees to choose collective bargaining agreements that do not contain union security provisions and provides that only those employees who choose to be in a union will be represented.
HB 1936	Muri	Nonrenewal Process for Educational Employees - Amends the hearing process for terminating teachers and principals. Makes a hearing before the Board of Directors the final hearing, appealable to court.
HB 1953	Pike	Re-certification of Certain Bargaining Representatives - Provides that the collective bargaining representative for individual providers must be re-certified every even-numbered year.

HB 1968	Shea	Right of Nonassociation - Allows employees to exercise their right of nonassociation based on personally held religious beliefs (rather than religious tenets or teachings of a church or religious body of which the employee is a member). Makes changes to the provisions governing employees' fair share fees, and for certain teachers, allows the authorization of union dues to be revoked at any time.
HB 1986	Kochmar	Retirement Contribution - Provides that certain uniformed personnel and their county employers may negotiate in collective bargaining the payment of the employee's retirement contributions to be "picked up" by the employer.
HB 1991	Muri	Filing of Collective Bargaining Agreements - Requires unions of educational employees to submit electronic copies of their collective bargaining agreements to the Public Employment Relations Commission.
HB 2068	Young	Union Security Provisions - Establishes procedures for public employees to deauthorize union security provisions.
HJM 4005	Dent	Port Operations - Requests the federal government to do everything in its ability to minimize the impact of recent changes in port operations and return access for agriculture to West coast ports.
ESB 5226	Becker	Filing Financial Statements - Requires public employer unions to file reports with the Public Employment Relations Commission, containing certain information. Provides that public employer unions of 100 or more members must file financial reports containing information about assets and liabilities, receipts of any kind, salaries, and other information.
ESB 5854	Braun	Filing Collective Bargaining Agreements - Requires public employers to submit collective bargaining agreements to the Public Employment Relations Commission.
<i>EMPLOYMENT-- GENERAL</i>		
HB 1510	Sells	Employers' Reimbursement - Requires employers to reimburse employees for cell phones and plans if the employer requires the employee to use cell phones for the employee's job.
HB 1934	Manweller	Application of Local Ordinances - Requires that any local ordinance passed regarding wages, hours of work, employee retention, or leave apply to unions and nonunions equally.
<i>LEAVE</i>		
HB 1163	Tarleton	Paid Vacation - Requires employers with 10 or more employees, other than certain educational institutions, to provide paid vacation leave to employees.
<i>PREVAILING WAGE</i>		
HB 1072	Manweller	Tracking Wage Surveys - Requires the Department of Labor and Industries to track the wage surveys it sends and the surveys it receives back from specified categories of recipients.
HB 1073	Manweller	Stratified Random Sampling - Requires prevailing wage rates to be established using a stratified random sampling method.
HB 1074	Manweller	Wage Surveys Filed by Third Parties - Requires the Department of Labor and Industries to notify contractors that a third party has submitted wage surveys on the contractor's behalf if the contractor is not a signatory to the survey form.
HB 1075	Manweller	Intentions and Affidavit Exemption - Exempts from the intentions and affidavits filing requirements, contractors and subcontractors whose contract amount is \$750 or less.

HB 1254	Manweller	Establishing Prevailing Wage Rates Pilot Project - Creates a pilot project to establish the prevailing wage rates based on collective bargaining agreements for three specified trades and based on stratified random sampling for another three specified trades.
HB 1455	Pike	Local Government Opt Out - Allows local governments, by majority vote, to opt out of prevailing wage requirements for projects estimated to cost less than \$5 million.
HB 1456	Pike	Offsite Work - Provides that the prevailing wage requirements apply to laborers employed directly on the site of the work.
HB 2014	Orcutt	Transportation Offsite Work - Provides that prevailing wage laws do not apply to workers on transportation projects unless the workers are employed directly on the site of the work.
HB 2015	Orcutt	Exemption for Nonprofits - Exempts from prevailing wage requirements any portion of work performed or funded by a 501(c)(3) organization.
<i>SAFETY AND HEALTH</i>		
HB 1181	Taylor	Asbestos Respirators - Provides that for respirator requirements for asbestos abatement projects, employers must comply with federal regulations and to extent state rules are inconsistent, the federal rules govern.
<i>UNEMPLOYMENT INSURANCE</i>		
HB 2054	Young	Community Service - Requires community service as a condition of receiving benefits. Requires 20 hours of community service or 15 hours as a volunteer fire fighter for every four weeks of benefits.
<i>WAGE AND HOUR</i>		
HB 1446	Manweller	Youth Internship Pilot Program - Requires the Department of Labor and Industries to establish a youth internship pilot program for restaurants to employ students under the age of 18 under special certificates. Limits the program to restaurants located in counties with a population of 700,000 or less, that are not franchises, and that have seating space for the public.
HB 1694	Sells	Work on Thanksgiving Day - Requires retail or service employers to pay employees three times the employee's hourly rate for the hours the employee works on Thanksgiving Day. Prohibits an employer from adversely affecting the employment status, wages, hours, or employment conditions of an employee for his or her refusal to work on that day.
<i>WORKERS' COMPENSATION</i>		
HB 1156	Pike	Private Insurance - Allows employers to insure with a private insurer, as an alternative to insuring with the State Fund or qualifying as a self-insurer, beginning July 1, 2017. Provides for the State Fund to be managed by a board of five directors appointed by the Governor and transfers general regulation of industrial insurance from the Department of Labor and Industries to the Office of the Insurance Commissioner. Eliminates the worker share of premiums. Establishes the Joint Legislative Task Force on Private Competition for Industrial Insurance to develop legislation to make current law consistent with the provisions.
HB 1253	Manweller	Injury Reporting - Requires workers to report workplace injuries within 60 days of the date of injury or before the worker applies for benefits, whichever comes first, for an application for benefits to be valid.

HB 1454	Pike	Use of Liquor/Drugs - Provides that a worker is not entitled to industrial insurance benefits other than medical benefits if the worker's being under the influence of liquor or any drug was the primary cause of the worker's injury or death.
HB 1778	Condotta	Structured Settlement Age Requirement - Lowers the age requirement to 35, beginning January 2016, for when an injured worker may enter into a structured settlement agreement.
ESB 5513	Braun	Structured Settlement Age Requirement - Lowers the age requirement to age 40, beginning on the effective date of the act, for when an injured worker may enter into a structured settlement agreement.