

HOUSE BILL REPORT

HB 1472

*As Reported By House Committee on:
Commerce & Labor*

Title: An act relating to employment.

Brief Description: Revising provisions regulating employment.

Sponsor(s): Representatives Cole, Heavey, Prentice, Jacobsen, Wood, Zellinsky, R. Johnson, Jones, Winsley, Phillips, Braddock, R. King, Nelson, Leonard, Franklin, Valle, Rust, Roland, Haugen, Riley, Fraser, Belcher, Scott, Dorn, R. Fisher, Cooper, Pruitt, Ebersole, Appelwick, Brekke, Sheldon, Wang, Dellwo, Peery, Orr, Spanel, O'Brien, Hargrove and Wineberry.

Brief History:

Reported by House Committee on:
Commerce & Labor, February 14, 1991, DPS.

**HOUSE COMMITTEE ON
COMMERCE & LABOR**

Majority Report: *That Substitute House Bill No. 1472 be substituted therefor, and the substitute bill do pass.*
Signed by 7 members: Representatives Heavey, Chair; Cole, Vice Chair; Franklin; Jones; R. King; O'Brien; and Prentice.

Minority Report: *Do not pass.* Signed by 4 members: Representatives Fuhrman, Ranking Minority Member; Lisk, Assistant Ranking Minority Member; Vance; and Wilson.

Staff: Chris Cordes (786-7117).

Background: The industrial welfare law authorizes the Department of Labor and Industries to establish employment standards for Washington workers, except agricultural workers. The department's rules for the employment of minors include minor work permit requirements, maximum hours of work, and age limitations. Minors may not be employed in certain hazardous occupations.

An employer who violates an industrial welfare standard is guilty of a misdemeanor and is subject to a fine of not less than \$25 or more than \$1,000. The department does not have authority to impose civil penalties or issue orders to restrain violations.

If an employer pays wages at a rate less than the state minimum wage, fails to keep required records, hinders an investigation for enforcing the state minimum wage, or otherwise violates the state minimum wage law, the employer is guilty, upon conviction, of a gross misdemeanor. It is a misdemeanor if the employer fails to pay wages due upon termination of the employee's job, takes unlawful deductions from an employee's wages, or violates wage bond requirements. An employer is subject to a 10 percent penalty if the employer fails to pay a wage claim.

Summary of Substitute Bill:

Child labor - hours of work

Permissible hours of work for minors are established.
General requirements are: