

SENATE BILL REPORT

HB 2264

AS OF FEBRUARY 24, 1992

Brief Description: Lowering employer size for employer discrimination statute.

SPONSORS: Representatives Inslee, Wineberry, Prentice, Locke, Cantwell, Winsley, Franklin, Rust, G. Cole, Belcher, Leonard, Ogden, Dellwo, Appelwick, Morris and Anderson

HOUSE COMMITTEE ON COMMERCE & LABOR

SENATE COMMITTEE ON COMMERCE & LABOR

Staff: Jonathan Seib (786-7427)

Hearing Dates: February 25, 1992

BACKGROUND:

Washington's anti-discrimination statute gives the state Human Rights Commission general jurisdiction to prevent discrimination by employers based on race, creed, color, national origin, sex, or handicaps. The law also grants a person alleging discrimination a private cause of action.

For purposes of the statute, an employer is defined as any person who employs eight or more persons. A court has applied this definition to disallow a private cause of action by a person working for an employer of less than eight employees.

SUMMARY:

The anti-discrimination statute applies to employers who employ one or more persons.

Appropriation: none

Revenue: none

Fiscal Note: available