

# SENATE BILL REPORT

## SB 6512

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As of February 2, 1998

**Title:** An act relating to equity in employment for part-time employees.

**Brief Description:** Providing for equity in employment for part-time employees.

**Sponsors:** Senators Heavey, Prentice, Kohl, Fairley, Franklin, McAuliffe, Snyder, Brown, Bauer, Thibaudeau, Patterson, Goings, B. Sheldon, Spanel and Jacobsen.

**Brief History:**

**Committee Activity:** Commerce & Labor: 2/4/98.

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### SENATE COMMITTEE ON COMMERCE & LABOR

**Staff:** Jack Brummel (786-7428)

**Background:** Wages, working conditions, health and safety conditions, family leave, and employee benefit plans are among the subjects that state labor regulations cover. There are currently no provisions requiring employee benefits to be made available to part-time employees.

**Summary of Bill:** The Legislature finds there has been a decline in employee benefits and an increase in the number of part-time employees and intends that employers provide part-time employees benefits comparable to those provided full-time employees.

Any benefits employers offer to full-time employees must be offered to part-time employees on a prorated basis. Part-time employees must be paid at the same rate of pay as full-time employees for the same or comparable work. Violations of these requirements subject an employer to (1) penalties of up to \$1,000 per violation; (2) liability for benefits lost, costs incurred, and damages suffered by a part-time employee; and (3) attorneys' fees.

**Appropriation:** None.

**Fiscal Note:** Not requested.

**Effective Date:** Ninety days after adjournment of session in which bill is passed.