

FINAL BILL REPORT

SB 6699

FULL VETO

As Passed Legislature

Brief Description: Limiting the liability of a current or former employer who provides information about a current or former employee's work record to a prospective employer.

Sponsors: Senators Schow, Anderson, Newhouse, Zarelli, Horn, Winsley, Stevens, Benton, Rossi, Long, Sellar and Oke.

Senate Committee on Commerce & Labor

House Committee on Law & Justice

Background: There is concern that employers are reluctant to disclose job reference information.

Summary: An employer is presumed to be acting in good faith and is immune from liability to an employee for disclosing information to a prospective employer, as long as the information relates to ability to do the job; diligence, skill, or reliability; and illegal or wrongful acts. To rebut the presumption requires clear and convincing evidence that the disclosure was knowingly false or deliberately misleading.

Votes on Final Passage:

Senate	31	18
House	55	42 (House amended)
Senate	32	17 (Senate concurred)