1 **5337 AAS 3/17/99 S2348.1**

2 **SB 5337** - S AMD - 249
3   By Senators Kohl-Welles, Heavey, McCaslin and Johnson

4   ADOPTED 3/17/99

5   Strike everything after the enacting clause and insert the
6 following:

7   "NEW SECTION. **Sec. 1.** The legislature finds that competitiveness
8 in Washington state suffers whenever any worker is unable to achieve
9 his or her maximum potential because of discrimination in the
10 workplace, regardless of whether the employer is large or small. The
11 legislature also finds that state discrimination laws must provide
12 greater certainty and predictability to employers and employees
13 affected by the requirements, and must recognize the unique needs of
14 small businesses. Employers and employees deserve a fair, expeditious,
15 and cost-effective resolution of disputes and also deserve to be made
16 aware of their rights and responsibilities under the laws.

17   NEW SECTION. **Sec. 2.** (1) A task force is created to study and
18 make recommendations where applicable on the following issues, relating
19 to the subject of employment discrimination:
20   (a) The historical evolution of laws in Washington state and laws
21 enacted at the federal level to address the issue of employment
22 discrimination;
23   (b) Existing laws and administrative procedures utilized at the
24 federal, state, and local levels to address the issue of employment
25 discrimination;
26   (c) Administrative practices and procedures employed by the state
27 human rights commission, and case trend data, employed by the
28 commission to process claims of discrimination and assist employers and
29 employees;
30   (d) An analysis of options in Washington state and other states
31 which encourage fair, expeditious, and cost-effective resolution of
32 employment discrimination cases;
33   (e) Changes required in existing laws and procedures which will
34 assure that all workers alleging employment discrimination shall have

1 a resolution of the allegation and, where appropriate, a remedy which
2 is fair, expeditious, and cost-effective;
3   (f) Changes to existing laws and procedures which: (i) Are fair,
4 expeditious,   and   cost-effective;   (ii)   will   provide   greater
5 predictability and certainty to employers; and (iii) address the unique
6 needs and limitations of small businesses; and
7   (g) Education, training, and public relation options for assuring
8 that employees and employers have improved understanding of their
9 rights and obligations under the state employment discrimination laws.
10   (2) The task force shall be composed of ten members as follows:
11   (a) Two members each from the senate and the house of
12 representatives, one each from each of the two largest caucuses in each
13 chamber. The president of the senate shall appoint the two members of
14 the task force from the senate. The co-speakers of the house of
15 representatives shall appoint the two members of the task force from
16 the house of representatives; and
17   (b) Six members, to be appointed jointly by the president of the
18 senate and the co-speakers of the house of representatives, three of
19 whom shall represent Washington businesses, from a list of names
20 recommended by major state-wide organizations of employers representing
21 a cross-section of businesses in the state, including small businesses
22 and three of whom shall represent protected classes of workers, from a
23 list submitted by major state-wide organizations representing these
24 classes.
25   (3) All state and local government agencies, including the human
26 rights commission, shall provide information and assistance to the task
27 force.
28   (4) Senate committee services and the office of program research
29 shall provide staff to support the task force.
30   (5) The task force shall submit its study and recommendations to
31 the governor and legislature not later than November 15, 1999."

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3   ADOPTED 3/17/99

4   On page 1, line 1 of the title, after "discrimination;" strike the
5 remainder of the title and insert "and creating new sections."

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