

2 SCR 8402 - S AMD - 299

3 By Senators Franklin, Costa, Hochstatter, Fairley, Kline and
4 Wojahn

5

6 Strike everything beginning with "WHEREAS" on page 1, line 1,
7 through "July 1, 2000." on page 3, line 20, and insert the following:

8 "WHEREAS, Over the past fifteen years, the national and state
9 economy has witnessed growth in the "contingent work force"; and

10 WHEREAS, The contingent work force consists of short-term temporary
11 workers, long-term temporary workers, part-time workers, on-call
12 workers, leased workers, day laborers, the self-employed, independent
13 contract workers, and other workers who have alternative work
14 arrangements; and

15 WHEREAS, Although reports suggest that the growth in the contingent
16 work force has provided challenges for workers and employers, there has
17 been no comprehensive study of Washington's contingent work force to
18 learn the impact that this phenomenon has had on individuals and
19 families, local economies, and the state economy;

20 NOW, THEREFORE, BE IT RESOLVED, By the Senate of the state of
21 Washington, the House of Representatives concurring, That a study of
22 the contingent work force be conducted to review and make
23 recommendations on the following issues with respect to Washington's
24 contingent work force:

25 How many workers, in both the private and public sector, are part
26 of the contingent work force;

27 How many workers choose to be part of the contingent work force and
28 how many feel they have no choice;

29 How long do workers remain part of the contingent work force;

30 What has been the growth rate of the contingent work force;

31 What is the demographic breakdown of the contingent work force;

32 What is the wage and benefit profile of the contingent work force;

33 What is the industrial and geographical breakdown of the contingent
34 work force;

35 What are the explanations for the growth of the contingent work
36 force;

1 What impact has the growth of the contingent work force had on
2 employees and their families, the state's local economies, and the
3 state economy;

4 What impact have the policies of the insurance industry had on the
5 availability of employee benefits to the contingent work force;

6 Which state and federal laws, if any, provide for a different level
7 of employee benefits based on the number of hours per week a person
8 works or on the permanence of his or her employment;

9 To what extent are employer provided/contract benefits based on the
10 number of hours per week a person works or on the permanence of his or
11 her employment;

12 How has the growth of the contingent work force impacted social
13 services;

14 What legislative proposals, at either the federal or state level,
15 are being offered to address challenges created by the growth of the
16 contingent work force;

17 To what extent can state wage and hour laws be updated to clarify
18 employment and recordkeeping requirements for contingent workers and
19 their employers;

20 Other issues identified by the contingent work force task force;
21 and

22 BE IT FURTHER RESOLVED, That the study be conducted by a contingent
23 work force task force consisting of eight voting members: one member
24 from each caucus of the Senate, each member being a member of the
25 Senate labor and workforce development committee, appointed by the
26 President of the Senate; one member from each caucus of the House of
27 Representatives, each member being a member of the House of
28 Representatives commerce and labor committee, appointed by the Co-
29 Speakers of the House of Representatives; two members representing
30 labor, appointed jointly by the President of the Senate and the Co-
31 Speakers of the House of Representatives, from a list of names
32 recommended by a state-wide organization representing a cross section
33 and majority of organized labor in the state; and two members
34 representing business, appointed jointly by the President of the Senate
35 and the Co-Speakers of the House of Representatives, from a list of
36 names recommended by a state-wide organization of employers
37 representing a majority of employers of the state. The department of
38 labor and industries shall be the lead agency; and

1 BE IT FURTHER RESOLVED, That the task force shall consult with and
2 be advised by an advisory committee consisting of six nonvoting
3 members: two representatives of the department of labor and industries,
4 including staff from the employment standards program and from the
5 safety and health assessment and research for prevention program
6 (SHARP); one representative of the employment security department; one
7 representative of the work force training and education coordinating
8 board; one representative of the department of social and health
9 services; and one representative of the office of financial management;
10 and

11 BE IT FURTHER RESOLVED, That Senate committee services and the
12 House office of program research, as directed, shall provide support to
13 the contingent work force task force; and

14 BE IT FURTHER RESOLVED, That the findings and recommendations of
15 the contingent work force task force study shall be reported to the
16 labor and workforce development committee of the Senate and the
17 commerce and labor committee of the House of Representatives by
18 December 1, 1999; and

19 BE IT FURTHER RESOLVED, That the contingent work force task force
20 expires July 1, 2000."

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EFFECT: Requires that the task force review the extent to which state wage and hour laws can be updated to clarify employment and recordkeeping requirements for contingent workers and their employers. Creates an advisory committee of agency representatives. Resolves that Senate committee services and the House office of program research provide support to the task force.