
SUBSTITUTE SENATE CONCURRENT RESOLUTION 8402

State of Washington

56th Legislature

1999 Regular Session

By Senate Committee on Labor & Workforce Development (originally sponsored by Senators Franklin, Winsley, Fairley, Wojahn, Thibaudeau, Rasmussen, Jacobsen, Shin, Kohl-Welles, Spanel, Fraser, Gardner, Snyder, Kline, B. Sheldon, Prentice, Goings, Patterson, Loveland, Costa and McAuliffe)

Read first time 02/16/1999.

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

3 WHEREAS, The contingent work force consists of short-term temporary
4 workers, long-term temporary workers or permatemps, part-time workers,
5 on-call workers, leased workers, day laborers, the self-employed,
6 independent contract workers, and other workers who lack traditional
7 full-time employment relationships; and

8 WHEREAS, During this same period, national statistics disclose a
9 decline in wages for a large majority of wage earners, a loss in
10 individual and family benefits, and an increase in employment
11 insecurity; and

12 WHEREAS, Although reports suggest that the growth in the contingent
13 work force is a serious problem, there has been no comprehensive study
14 of Washington's contingent work force to learn the impact that this
15 phenomenon has had on individuals and families, local economies, and
16 the state economy;

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

1 How many workers, in both the private and public sector, are part
2 of the contingent work force;
3 How may workers choose to be part of the contingent work force and
4 how many feel they have no choice;
5 How long do workers remain part of the contingent work force;
6 What has been the growth rate of the contingent work force;
7 What is the demographic breakdown of the contingent work force;
8 What is the wage and benefit profile of the contingent work force;
9 What is the industrial and geographical breakdown of the contingent
10 work force;
11 What are the explanations for the growth of the contingent work
12 force;
13 What impact has the growth of the contingent work force had on
14 employees and their families, the state's local economies, and the
15 state economy;
16 What impact have the policies of the insurance industry had on the
17 availability of employee benefits to the contingent work force;
18 Which state and federal laws, if any, provide for a different level
19 of employee benefits based on the number of hours per week a person
20 works or on the permanence of his or her employment;
21 To what extent are employer provided/contract benefits based on the
22 number of hours per week a person works or on the permanence of his or
23 her employment;
24 How has the growth of the contingent work force impacted social
25 services;
26 What legislative proposals, at either the federal or state level,
27 are being offered to address the concerns raised by the growth of the
28 contingent work force;
29 Other issues identified by the contingent work force task force;
30 and
31 BE IT FURTHER RESOLVED, That the study be conducted by a contingent
32 work force task force composed of one member from each caucus of the
33 Senate, each member being a member of the Senate labor and workforce
34 development committee, appointed by the President of the Senate; one
35 member from each caucus of the House of Representatives, each member
36 being a member of the House of Representatives commerce and labor
37 committee, appointed by the Co-Speakers of the House of
38 Representatives; two members representing labor, appointed jointly by
39 the President of the Senate and the Co-Speakers of the House of

1 Representatives, from a list of names recommended by a state-wide
2 organization representing a cross section and majority of organized
3 labor in the state; two members representing business, appointed
4 jointly by the President of the Senate and the Co-Speakers of the House
5 of Representatives, from a list of names recommended by a state-wide
6 organization of employers representing a majority of employers of the
7 state; representatives of the department of labor and industries,
8 including staff from the employment standards program and from the
9 safety and health assessment and research for prevention program
10 (SHARP), the employment security department, the work force training
11 and education coordinating board, the department of social and health
12 services, and the office of financial management. The department of
13 labor and industries shall be the lead agency; and

14 BE IT FURTHER RESOLVED, That the department of labor and industries
15 report the findings and recommendations of the contingent work force
16 task force study to the labor and workforce development committee of
17 the Senate and the commerce and labor committee of the House of
18 Representatives by 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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