
ENGROSSED SENATE CONCURRENT RESOLUTION 8402

State of Washington

56th Legislature

1999 Regular Session

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 01/13/1999. Referred to Committee on Labor & Workforce Development.

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, part-time workers, on-call
5 workers, leased workers, day laborers, the self-employed, independent
6 contract workers, and other workers who have alternative work
7 arrangements; and

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

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

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

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

1 How long do workers remain part of the contingent work force;
2 What has been the growth rate of the contingent work force;
3 What is the demographic breakdown of the contingent work force;
4 What is the wage and benefit profile of the contingent work force;
5 What is the industrial and geographical breakdown of the contingent
6 work force;

7 What are the explanations for the growth of the contingent work
8 force;

9 What impact has the growth of the contingent work force had on
10 employees and their families, the state's local economies, and the
11 state economy;

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

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

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

20 How has the growth of the contingent work force impacted social
21 services;

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

25 To what extent can state wage and hour laws be updated to clarify
26 employment and recordkeeping requirements for contingent workers and
27 their employers; and

28 Other issues identified by the contingent work force task force;
29 and

30 BE IT FURTHER RESOLVED, That the study be conducted by a contingent
31 work force task force consisting of eight voting members: one member
32 from each caucus of the Senate, each member being a member of the
33 Senate labor and workforce development committee, appointed by the
34 President of the Senate; one member from each caucus of the House of
35 Representatives, each member being a member of the House of
36 Representatives commerce and labor committee, appointed by the Co-
37 Speakers of the House of Representatives; two members representing
38 labor, appointed jointly by the President of the Senate and the Co-
39 Speakers of the House of Representatives, from a list of names

1 recommended by a state-wide organization representing a cross section
2 and majority of organized labor in the state; and two members
3 representing business, appointed jointly by the President of the Senate
4 and the Co-Speakers of the House of Representatives, from a list of
5 names recommended by a state-wide organization of employers
6 representing a majority of employers of the state. The department of
7 labor and industries shall be the lead agency; and

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

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

21 BE IT FURTHER RESOLVED, That the findings and recommendations of
22 the contingent work force task force study shall be reported to the
23 labor and workforce development committee of the Senate and the
24 commerce and labor committee of the House of Representatives by
25 December 1, 1999; and

26 BE IT FURTHER RESOLVED, That the contingent work force task force
27 expires July 1, 2000.

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