

employees from taking a job with the firm where they are placed, nor may they restrict the right of clients to offer permanent employment to agency employees. Neither may agencies discriminate against employees for taking or looking for permanent work, nor charge any employee for payment in cash or for cashing a check or voucher from the agency.

Employees of temporary services agencies may refuse job assignments without reprisal when the job would expose them to danger, require too much travel, or cause them to cross picket lines or work as a replacement worker during a strike. They may also refuse if they are inadequately trained, receive too little pay, receive too little notice prior to the expected start date, or are expected to work hours incompatible with available child care.

The Director of the Department of Labor and Industries must investigate complaints, and if a violation of obligations or rights established in the bill are found, the director must notify the violator after a first violation, and if it is a second violation within five years of the first, or if it is taking some action against an employee for making a complaint regarding a violation, the agency is assessed a fine of at least \$1,000. Any fine set in excess of \$1,000 is set by the director in consideration of any previous history of violations. Employees may bring civil actions for violations and recover \$5,000 and attorneys' fees.

The fine for violation of wage, hour and working condition laws, including the terms of this bill, is increased to a range from \$500 to \$2,000. The fine for discriminating against employees testifying in enforcement proceedings related to wage, hour, and working condition laws, including the terms of this bill, is increased to a range from \$500 to \$2,000.

Appropriation: None.

Fiscal Note: Requested on January 18, 2001.

Effective Date: Ninety days after adjournment of session in which bill is passed.