

FINAL BILL REPORT

ESB 6675

C 112 L 02
Synopsis as Enacted

Brief Description: Prohibiting health care facilities from requiring employees to perform overtime work.

Sponsors: Senators Prentice, Fairley, Rasmussen, Fraser, Keiser, Costa, Franklin and Spanel.

Senate Committee on Labor, Commerce & Financial Institutions

House Committee on Commerce & Labor

Background: Health care professionals are in short supply in the state. There is a concern that when such employees are required to work overtime, safety and quality of care will suffer.

Summary: Registered nurses and licensed practical nurses that are paid on an hourly basis may not be required to work overtime but may accept overtime work voluntarily. This prohibition does not apply to emergencies, pre-scheduled on-call time, or when the employer has used reasonable efforts to obtain staffing.

The Department of Labor and Industries must investigate violations and issue citations. Violations are subject to \$1,000 fines. During any calendar year, a fourth violation results in a \$2,500 fine and subsequent violation results in a fine of \$5,000 each.

Votes on Final Passage:

Senate	40	9
House	82	14

Effective: June 13, 2002