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HOUSE BILL 2159

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State of Washington                      58th Legislature                      2003 Regular Session

By Representatives Conway, Linville, Miloscia, Kenney and Morris

Read first time 02/27/2003.      Referred to Committee on Commerce & Labor.

1            AN ACT Relating to information an employer must disclose to an  
2 applicant for employment; and adding a new section to chapter 49.46  
3 RCW.

4            BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5            NEW SECTION.    **Sec. 1.** A new section is added to chapter 49.46 RCW  
6 to read as follows:

7            (1) An employer shall provide the following information to an  
8 applicant for a position of employment:

9            (a) The nature of the work;

10           (b) The hours of work expected each week;

11           (c) The wage rate paid for each hour;

12           (d) Any benefits provided, including but not limited to health  
13 insurance, sick leave, vacation leave, and child care;

14           (e) The conditions of work, including but not limited to available  
15 shifts and meal and rest breaks;

16           (f) Any required alcohol or controlled substances testing; and

17           (g) Any required uniforms as defined in RCW 49.12.450 or other  
18 required apparel.

1           (2) The employer must provide the information specified in  
2 subsection (1) of this section to the applicant in writing, and within  
3 twenty-four hours of receiving his or her application for the position  
4 of employment.

5           (3) For the purposes of this section:

6           (a) "Employer" means a person who had ten or more full-time  
7 equivalent employees in the previous year; and

8           (b) "Position" means a position of employment paying less than one  
9 hundred fifty percent of the minimum wage rate calculated under RCW  
10 49.46.020.

11          (4) The legislature declares that the public policies articulated  
12 in this section depend on the procedures established in this section  
13 and no civil or criminal action may be maintained relying on the public  
14 policies articulated in this section without complying with the  
15 procedures set forth in this section, and to that end all civil actions  
16 and civil causes of action for such injuries and all jurisdiction of  
17 the courts of this state over such causes are hereby abolished, except  
18 as provided in this section.

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