

2352

Sponsor(s): Representatives Hudgins, Romero, O'Brien, Conway, G. Simpson, Moeller and Morrell

Brief Description: Prohibiting employers from requiring employees to train their successors.

**HB 2352 - DIGEST**

(SEE ALSO PROPOSED 1ST SUB)

Provides that an employer may not order a layoff of workers who were required to train other persons to perform their job duties unless, ten days before the workers began training the other persons, the employer gave written notice of the order to: (1) The workers affected by the order; and

(2) The department.

Requires the written notice to specify: (1) The number of affected positions;

(2) The number of affected positions being relocated or outsourced to a different location one hundred miles or more away;

(3) The job titles and wages of the affected positions;

(4) The locations to which the affected positions are being relocated or outsourced; and

(5) Any additional information specified in rule by the department.

Provides that an employer who fails to give notice as required by this act is liable to each employee for lost wages.

Provides that an employer who fails to give notice as required by this act is also subject to a civil penalty of not more than five hundred dollars per employee entitled to notice for each day of the employer's violation. Civil penalties collected under this provision shall be paid into the unemployment trust fund.