
HOUSE BILL 1143

State of Washington

65th Legislature

2017 Regular Session

By Representatives Manweller and Pike

Read first time 01/12/17. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to fairness and equity in local employment laws
2 and contracts related to work hours and scheduling; adding a new
3 section to chapter 35.21 RCW; adding a new section to chapter 35A.21
4 RCW; adding a new section to chapter 36.01 RCW; adding a new section
5 to chapter 53.08 RCW; and adding a new chapter to Title 49 RCW.

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

7 NEW SECTION. **Sec. 1.** (1) Any charter, ordinance, regulation,
8 rule, or resolution enacted by any city, town, county, or port
9 district and regulating hours of work, work schedule, or work
10 schedule changes must apply equally to both unionized and
11 nonunionized employers.

12 (2) No charter, ordinance, regulation, rule, or resolution
13 enacted by any city, town, county, or port district and regulating
14 hours of work, work schedule, or work schedule changes may permit its
15 requirements to be waived, in whole or in part, in collective
16 bargaining.

17 (3) Any provision of any charter, ordinance, regulation, rule, or
18 resolution enacted before or after the effective date of this section
19 that conflicts with subsections (1) and (2) of this section may not
20 be adopted or agree to and is preempted and unenforceable.

21 (4) For purposes of this section:

1 (a) "Work schedule" means the hours, days, and times, including
2 regular and on-call shifts, when the employee is required by the
3 employer to perform duties of employment for which the employee will
4 receive compensation for a given period of time; and

5 (b) "Work schedule changes" means any modification to the
6 employee's work schedule including, but not limited to: The addition
7 or reduction of hours, cancellation of a work shift or portion of a
8 work shift, a change in the date or time of the work shift, or
9 scheduling the employee for an on-call shift for which the employee
10 does not need to report to work.

11 (5) This section does not impair any provision of a collective
12 bargaining agreement in effect on the effective date of this section.

13 NEW SECTION. **Sec. 2.** Section 1 of this act constitutes a new
14 chapter in Title 49 RCW.

15 NEW SECTION. **Sec. 3.** A new section is added to chapter 35.21
16 RCW to read as follows:

17 Section 1 of this act governs the authority of a city or town to
18 regulate private employers and to contract regarding hours of work,
19 work schedule, or work schedule changes.

20 NEW SECTION. **Sec. 4.** A new section is added to chapter 35A.21
21 RCW to read as follows:

22 Section 1 of this act governs the authority of a code city to
23 regulate private employers and to contract regarding hours of work,
24 work schedule, or work schedule changes.

25 NEW SECTION. **Sec. 5.** A new section is added to chapter 36.01
26 RCW to read as follows:

27 Section 1 of this act governs the authority of a county to
28 regulate private employers and to contract regarding hours of work,
29 work schedule, or work schedule changes.

30 NEW SECTION. **Sec. 6.** A new section is added to chapter 53.08
31 RCW to read as follows:

1 Section 1 of this act governs the authority of a port district to
2 regulate private employers and to contract regarding hours of work,
3 work schedule, or work schedule changes.

--- END ---