

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action:	Do Pass as Amended and Be Printed Engrossed
Vote:	4 - 1 - 0
Yeas:	Bonamici, Boquist, Dingfelder, Prozanski
Nays:	Whitsett
Exc.:	0
Prepared By:	Anna Braun, Counsel
Meeting Dates:	4/10, 4/22

WHAT THE MEASURE DOES: Requires employers to make reasonable safety accommodations for victims of domestic violence, sexual assault and stalking. Provides list of reasonable safety accommodations that may be, but are not required to be used, such as unpaid leave. Prohibits employer from refusing to hire or retaliating against an individual because the individual is a victim. Allows employer to request documentation.

ISSUES DISCUSSED:

- Similar to state government policy
- Applies to businesses with one or more employee

EFFECT OF COMMITTEE AMENDMENT: Clarifies the list of reasonable safety accommodations “may include” but is not limited to the items listed. Adds “unpaid” before leave.

BACKGROUND: In 2007, the legislature passed SB 946 which gave employee victims the ability to take reasonable leave to address issues of domestic violence, sexual assault and stalking. Also in 2007, the Governor issued Executive Order (EO 07-17) which required state agencies to prohibit discrimination against employees because they are victims and required accommodation to address safety concerns. SB 928A requires employers to make reasonable safety accommodations for victims of domestic violence, sexual assault or stalking under the unlawful employment practices act. Examples of reasonable accommodations include changing work shift times or changing the placement of the employee’s desk.

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This summary has not been adopted or officially endorsed by action of the committee.

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