

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action: Do Pass

Vote: 9 - 0 - 1

Yeas: Barton, Holvey, Kenemer, Matthews, Thatcher, Thompson, Weidner, Witt, Doherty

Nays: 0

Exc.: Fagan

Prepared By: Jan Nordlund, Administrator

Meeting Dates: 3/25, 4/1, 4/3

WHAT THE MEASURE DOES: Requires employer who employs six or more individuals to post summary of statutes and related administrative rules regarding employment rights of victims of domestic violence, harassment, sexual assault or stalking. Modifies definition of “eligible employee” by deleting requirement that employee must have worked specified minimum weekly hours and days to be eligible for protections.

ISSUES DISCUSSED:

- Importance of job security to victims of domestic violence
- Whether employees/victims know their employment rights
- Whether all employees should receive, upon hire, a copy of relevant statutes and rules
- Prevalence of domestic violence
- Number of posters required in workplace

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: In 2007, the Legislative Assembly required any employer with six or more employees to allow an eligible employee to take unpaid, reasonable leave for purposes of obtaining legal or law enforcement help, obtaining medical attention, obtaining services of a domestic violence shelter or rape crisis center, psychological counseling or relocation. Eligible employees include victims of domestic violence, harassment, sexual assault or stalking and/or the parent or guardian of a minor child or dependent who is such a victim. The employee must have worked an average of more than 25 hours per week for at least 180 days. The law allows the employee to use any paid accrued vacation leave during the period of leave.

House Bill 2903 extends protected leave for victims to new and part-time employees. The measure also requires the employer to post, in a conspicuous and accessible place, a summary of the statutes and administrative rules that govern the protected leave. The Bureau of Labor and Industries (BOLI) is directed to make the summary available to employers. Currently, all of the mandated workplace posters can be downloaded at no charge from BOLI’s website. Composite posters are priced between \$10 and \$15.