

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action: Do Pass
Vote: 4 - 0 - 2
Yeas: Girod, Monroe, Thomsen, Beyer
Nays: 0
Exc.: Edwards, Starr
Prepared By: Patrick Brennan, Administrator
Meeting Dates: 5/20

WHAT THE MEASURE DOES: Requires employers with six or more employees 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 an average of more than 25 hours per week for at least 180 days to be eligible for protections.

ISSUES DISCUSSED:

- Legislative history of protections for victims of domestic violence
- Instances of domestic violence victims confronted by their abusers in the workplace
- Materials available for free download from Bureau of Labor and Industries

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: In 2007, the Legislative Assembly required an employer with six or more employees allow an eligible employee to take a reasonable amount of unpaid leave for purposes of obtaining legal or law enforcement assistance, medical attention or services of a domestic violence shelter or rape crisis center, psychological counseling or relocation. This type of unpaid leave is available to victims of domestic violence, harassment, sexual assault or stalking, or to the parent or guardian of a minor child or dependent who is the victim in such cases. To qualify, the employee must have worked an average of more than 25 hours per week for at least 180 days. Employees may utilize accrued paid vacation leave during this period of leave.

House Bill 2903 extends protected leave to victims who are new and part-time employees. The measure also requires that the employer 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 mandated workplace posters can be downloaded at no charge from BOLI’s website, while composite posters may be purchased for between \$10 and \$15.