

STAFF MEASURE SUMMARY

Senate Committee On Workforce

Fiscal: Has minimal fiscal impact

Revenue: No Revenue Impact

Action Date: 04/20/15

Action: Do Pass With Amendments. (Printed A-Eng.)

Meeting Dates: 03/30, 04/20

Vote:

Yeas: 5 - Dembrow, Gelser, Knopp, Rosenbaum, Thatcher

Prepared By: Matthew Germer, Committee Administrator

WHAT THE MEASURE DOES:

Establishes workplace protections for certain domestic workers, including overtime pay, periods of rest, paid vacation time and freedom from harassment. Grants Bureau of Labor and Industries authority to adopt implementation rules. Classifies violation as unlawful employment practice. Defines relevant terms.

ISSUES DISCUSSED:

- Workers included, such as nannies, housekeepers, butlers, groundskeepers
- Workers excluded, such as those paid with public funds, minors, elder care, casual workers
- Protections outlined: food, rest, harassment, notice of benefits
- Applicability to caretakers on family vacations
- History of domestic worker protections in the United States

EFFECT OF COMMITTEE AMENDMENT:

Excludes persons who perform house sitting duties, persons who exchange for an in-kind service and children under the age of 26. Permits written notice to be waived in emergencies and upon mutual consent. Permits reasonable restrictions on in-home worker's food preparation. Limits mandatory paid time off to workers who averaged at least 30 hours per week of work in the previous year. Removes record keeping requirements.

BACKGROUND:

Domestic workers provide in-home services such as childcare, cooking, housekeeping and maintenance. These services often require the domestic worker to live in the home of the employer, often as the only employee. As a result, the application and enforcement of workplace protections such as wage and hour laws, harassment laws and working condition regulations pose unique challenges.

Senate Bill 552-A establishes workplace protections for domestic workers and classifies violations as unlawful employment practices.