

HB 4154 -2 STAFF MEASURE SUMMARY

House Committee On Business and Labor

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Meeting Dates: 2/9, 2/12

WHAT THE MEASURE DOES:

Makes general contractor liable for unpaid wages, benefit payments and other contributions, and accrued interest. Allows Bureau of Labor and Industries to enforce wage claim against contractor as if contractor was the subcontractor who had not fully compensated the employee. Allows a third party that is owed employee's benefit payment or contribution to bring action against the contractor.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

-2 Clarifies that it is the exclusive representative of a collective bargaining unit as opposed to third party who can bring action against contractor for unpaid benefit payment or contributions.

Requires subcontractor, upon request of contractor, to provide payroll records of only those employees who have filed a wage claim.

Requires contracts between contractors and subcontractor, and between subcontractors and lower-tier subcontractors, to include specified provisions.

Allows contractor to pay employee the amount due to the subcontractor's employees from and withhold payment to the subcontractor until stated requirements are met.

Clarifies that provisions apply to public improvement contracts except for those that are subject to prevailing wage rate statutes.

BACKGROUND:

It is common practice in the construction industry to have multiple tiers of subcontractors working on a project. House Bill 4154 assigns liability to the contractor for unpaid wages, benefits and contributions of employees of subcontractors at any tier.