



Update on Human Resources / Safety Response

**Employment Related
Mandates from 2018
Legislative Session**

Lorna Klemanski
August 20, 2018

2018 Legislative Session

Busy session for employment-related legislation

Fourteen employment-related bills passed the Washington legislature and became law this session affecting:

- ▶ Benefits
 - ▶ Health plan preventive coverage requirements
 - ▶ Reproductive health coverage
- ▶ Compensation
 - ▶ Equal pay and opportunities (also affects recruiting)

Font Color Key:

Black - Little or no action needed by the District

Blue - Necessary actions substantially completed

Red - Some action still in progress

2018 Legislative Session (continued)

- ▶ Discrimination
 - ▶ Right to file public complaint or cause of action for discrimination in employment contracts
 - ▶ Non-disclosure agreements related to sexual harassment and sexual assault
- ▶ Labor Relations
 - ▶ Dues deductions and waivers
 - ▶ Bargaining representative access to new employees

2018 Legislative Session (continued)

▶ Payroll

- ▶ Student loan debt relief
- ▶ Payment of indebtedness upon death of an employee
- ▶ Child support payments by electronic funds transfer (EFT)
- ▶ Public Employees' Retirement System benefit enhancement (PERS 1 Cost of Living Adjustment)

▶ Recruiting

- ▶ Prohibition on asking about arrests or convictions

▶ Safety

- ▶ Roadside worker safety
- ▶ Protections for survivors of domestic violence

Other Proposals, Legislative Action or Case Law

- ▶ Confined Space Safety Regulations, effective Feb 2018
- ▶ Supreme Court Decision in Janus v AFSCME
- ▶ Oregon Transit Tax
- ▶ Rule-making for New Lead Safety Standards
- ▶ Rule-making for Executive, Administrative, Professional, Computer Professional, Highly Paid Executive and Outside Salesperson exemptions from Minimum Wage Act

Other Legislative Action (cont.)

Harmonizing Paid Sick Leaves

- ▶ Paid Sick Leave, effective Jan 2018
- ▶ Paid Family and Medical Leave Insurance
 - ▶ Begin collecting premiums Jan 2019 & reporting Q1 2019
 - ▶ Currently in phase 3 of rule-making ; Filing of final rules: 3/22/2019; effective date 4/22/2019
 - ▶ Employees eligible to apply for benefits Jan 2020
- ▶ District Policy and Collective Bargaining Agreement (CBA) Provisions
 - ▶ Paid Leave (PL) Policy
 - ▶ Short-term Disability (STD) Benefit

Leave Type	Benefit Level	Eligibility / Use	Restrictions / Requirements
Paid Sick Leave Law (PSL)	1 hour/40 worked, generally 52 hours/year	Authorized for illness (self/family), sexual assault, domestic violence, stalking, school health closure. Pay is at rate employee would have received as scheduled.	Employees may not be disciplined for use; minimal notice required; cash-out allowed only at year-end and not required at termination
Family & Medical Leave Insurance	12 wks medical or family leave, or up to 16 wks combined; pays up to 90% of average weekly wage: max \$1,000, min \$100	Medical leave is for employee's own illness; family includes illness of family member, birth of child, military events	Must have completed 820 hours with any WA employer in the qualifying period; employees (63%) & employers (37%) share premium costs of 0.4% up to Soc. Sec. cap
District PL Policy and CBA	168 hours/yr. at lowest level	May be used to receive pay for time not worked for any purpose; pay rate was at normal rate without upgrades	PSL eliminated ability to deny leave, eliminated ability to req advanced notice and eliminated our ability to req use of PL for time off; required elimination of emergency cash-out
Short-Term Disability Benefit	75% of eligible earnings for up to 180 days	Must be sick or injured and unable to work due to a qualifying disability	Begins after unable to work for 40 consecutive hours

Comments or questions?



CHELAN COUNTY