

# Judicial Impact Fiscal Note

<b>Bill Number:</b> 1354 HB	<b>Title:</b> Employee antiretaliation	<b>Agency:</b> 055-Admin Office of the Courts
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## Part I: Estimates

☐ No Fiscal Impact

### Estimated Cash Receipts to:

Account	FY 2016	FY 2017	2015-17	2017-19	2019-21
Counties					
Cities					
<b>Total \$</b>					

### Estimated Expenditures from:

COUNTY	FY 2016	FY 2017	2015-17	2017-19	2019-21
County FTE Staff Years					
Account					
Local - Counties					
Counties Subtotal \$					
CITY	FY 2016	FY 2017	2015-17	2017-19	2019-21
City FTE Staff Years					
Account					
Local - Cities					
Cities Subtotal \$					
Local Subtotal \$					
Total Estimated Expenditures \$					

*The revenue and expenditure estimates on this page represent the most likely fiscal impact. Responsibility for expenditures may be subject to the provisions of RCW 43.135.060.*

Check applicable boxes and follow corresponding instructions:

- ☐ If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- ☒ If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- ☐ Capital budget impact, complete Part IV.

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Request # 1354 HB-1

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact on the Courts

This bill would create new gross misdemeanor violations for employers who take adverse action against individuals who exercise their wage and hour rights under the Minimum Wage Act, Industrial Welfare Act, Wage Payment Act, Prevailing Wage Act, and Wage Deductions.

This bill would amend RCW 49.46.100, 39.12.010, 49.46.010 and 49.48.082. This bill would add sections to RCW 49.12, 49.48, 39.12 and 49.52.

Aggrieved individuals may file a complaint with the director of the Department of Labor and Industries.

In addition, aggrieved individuals may file a civil action on his or her behalf or on behalf of any other individual similarly situated with the court. Statutory damages in the civil actions are set out in this bill.

### II. B - Cash Receipts Impact

No cash receipt impact expected for the courts.

### II. C - Expenditures

The bill, as drafted, is not clear as to the entities responsible for writing the criminal misdemeanor violations. If written, they would be adjudicated in the courts of limited jurisdiction (district and municipal), thus resulting in possible expenditure impacts related to judicial workload. However, as the bill is drafted, it is not possible to determine how many violations could be written. Therefore, it is assumed that there is no fiscal impact to the courts related to the criminal violations provisions of this bill.

Civil cases would likely be filed in the superior court because of the potential amount of damages. Additional case filings would have an impact on judicial workload. It is not known how many cases might be filed each year. However, it is assumed that the fiscal impact will be greater than zero but less than \$50,000 per year.

The \$50,000 expenditure level represents approximately 84 hours (0.07 FTE) of superior court judicial officer time annually cumulative for all superior courts in the state with associated support staff and operational costs. It is assumed that this bill would require less than 84 hours of judicial officer time statewide on an annual basis.

For illustrative purposes, up to 35 civil cases per year could be filed before the workload impact would exceed the \$50,000 estimate.

## Part III: Expenditure Detail

### III. A - Expenditure By Object or Purpose (State)

<i>State</i>	FY 2016	FY 2017	2015-17	2017-19	2019-21
FTE Staff Years					
Salaries and Wages					
Employee Benefits					
Professional Service Contracts					
Goods and Other Services					
Travel					
Capital Outlays					
Inter Agency/Fund Transfers					
Grants, Benefits & Client Services					
Debt Service					
Interagency Reimbursements					
Intra-Agency Reimbursements					
<b>Total \$</b>					

**III. B - Expenditure By Object or Purpose (County)**

<b><i>County</i></b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>2015-17</b>	<b>2017-19</b>	<b>2019-21</b>
FTE Staff Years					
Salaries and Benefits					
Capital					
Other					
<b>Total \$</b>					

**III. C - Expenditure By Object or Purpose (City)**

<b><i>City</i></b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>2015-17</b>	<b>2017-19</b>	<b>2019-21</b>
FTE Staff Years					
Salaries and Benefits					
Capital					
Other					
<b>Total \$</b>					

**Part IV: Capital Budget Impact**