

# JUDICIAL IMPACT FISCAL NOTE

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|--------------------------------|--|--|
| <b>Bill Number:</b><br>5528 SB | <b>Title:</b><br>Employee Anti-Retaliation | <b>Agency:</b><br>055 – Admin Office of the Courts (AOC) |
|--------------------------------|--|--|

## Part I: Estimates

**No Fiscal Impact**

### Estimated Cash Receipts to:

|               | FY 2018 | FY 2019 | 2017-19 | 2019-21 | 2021-23 |
|---------------|---------|---------|---------|---------|---------|
|               |         |         |         |         |         |
|               |         |         |         |         |         |
| <b>Total:</b> |         |         |         |         |         |

### Estimated Expenditures from:

|                                      | FY 2018 | FY 2019 | 2017-19 | 2019-21 | 2021-23 |
|--------------------------------------|---------|---------|---------|---------|---------|
| <b>STATE</b>                         |         |         |         |         |         |
| FTE – Staff Years                    |         |         |         |         |         |
| <b>Account</b>                       |         |         |         |         |         |
| General Fund – State (001-1)         |         |         |         |         |         |
| State Subtotal                       |         |         |         |         |         |
| <b>COUNTY</b>                        |         |         |         |         |         |
| County FTE Staff Years               |         |         |         |         |         |
| <b>Account</b>                       |         |         |         |         |         |
| Local - Counties                     |         |         |         |         |         |
| Counties Subtotal                    |         |         |         |         |         |
| <b>CITY</b>                          |         |         |         |         |         |
| City FTE Staff Years                 |         |         |         |         |         |
| <b>Account</b>                       |         |         |         |         |         |
| Local – Cities                       |         |         |         |         |         |
| Cities Subtotal                      |         |         |         |         |         |
| Local Subtotal                       |         |         |         |         |         |
| <b>Total Estimated Expenditures:</b> |         |         |         |         |         |

*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.

|                                 |                     |                 |
|---------------------------------|---------------------|-----------------|
| Legislative Contact:            | Phone:              | Date:           |
| Agency Preparation: Sam Knutson | Phone: 360-704-5528 | Date: 1/31/2017 |
| Agency Approval: Ramsey Radwan  | Phone: 360-357-2406 | Date:           |
| OFM Review:                     | Phone:              | Date:           |

## **Part II: Narrative Explanation**

This bill would amend RCW 49.46.100, RCW 39.12.010, RCW 49.46.010, and RCW 49.48.082, and add sections to RCW 49.12, RCW 49.48, RCW 39.12, and RCW 49.52 to provide protection for employees regarding retaliation and discrimination from employers.

### **Part 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.

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

### **II.B - Cash Receipt Impact**

No cash receipt impact.

### **II.C – Expenditures**

Criminal misdemeanor violations would be adjudicated in the courts of limited jurisdiction (district and municipal), resulting in potential expenditure impacts to judicial workload. Data is not available to estimate how many violations would be written.

Civil cases would likely be filed in superior courts because of the potential amount of damages. Additional case filings would have an impact on judicial workload. Data is not available to estimate how many cases might be filed each year. It is assumed that fiscal impact will be minimal, less than \$50,000 per fiscal 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 judicial officer workload would exceed the \$50,000 estimate.