

JUDICIAL IMPACT FISCAL NOTE

Bill Number: 6233 SB	Title: Personnel Files and Discipline	Agency: 055 – Administrative Office of the Courts (AOC)
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Part I: Estimates

☐ **No Fiscal Impact**

Estimated Cash Receipts to:

	FY 2020	FY 2021	2019-21	2021-23	2023-25
Total:					

Estimated Expenditures from:

STATE	FY 2020	FY 2021	2019-21	2021-23	2023-25
FTE – Staff Years					
Account					
General Fund – State (001-1)					
State Subtotal					
COUNTY					
County FTE Staff Years					
Account					
Local - Counties					
Counties Subtotal					
CITY					
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.

Legislative Contact:	Phone:	Date:
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Agency Approval: Ramsey Radwan	Phone: 360-357-2406	Date:
OFM Review:	Phone:	Date:

Part II: Narrative Explanation

This bill would modify RCW 49.12.250 concerning employees' rights to their personnel files and disciplinary actions.

Part II.A – Brief Description of what the Measure does that has fiscal impact on the Courts

Section 1(1) – This bill would modify RCW 49.12.250 requiring all employers upon request of a former or current employee, to supply a complete, unredacted copy of the employee's personnel file within fourteen days of the request, at no cost to the employee.

Section 1(4) – Would require every employer, within ten business days of receiving a written request by a former employee or their agent, furnish a signed written statement to the employee stating the reasons for and effective date of discharge.

Section 1(5) – The employee would be able to enforce this section through a private cause of action in a superior court, without exhausting any administrative remedies and for each violation will be entitled to equitable relief, statutory damages of one thousand dollars, and reasonable attorney fees and costs.

Section 1(6) – The personnel file would include the following:

- (a) All job application records;
- (b) All performance evaluations;
- (c) All disciplinary records;
- (d) All medical, leave, and reasonable accommodation records;
- (e) All payroll records;
- (f) All employment agreements; and
- (g) All other records maintained in a personnel or employment file for that employee, however designated.

II.B - Cash Receipt Impact

None

II.C – Expenditures

Indeterminate, but expected to be minimal. There is no data available to provide an estimate of additional hearings that would result from this bill.