



Washington State Department of
Labor & Industries

Worker Wage Recovery Work Group

KICK- OFF MEETING

Sept. 25th, 2024

10:00 AM – 12:00 PM

Introduction to Zoom Meeting

- Please remain muted when not speaking.
- Online:
 - Use the Q&A feature for technical questions regarding the presentation.
 - Use the “Raise Hand” option for live questions at the end of the presentation.

Phone:

- To raise/lower hand use *9 (star 9).
- To mute/unmute use *6 (star 6).

Agenda

- Welcome
- Introductions – All
 - Share your experience with these issues
- Scope of work and legislative direction
- Workgroup process and charter
- Scheduling future meetings
- Upcoming meeting topics
- Overview of agency wage complaint process
- Questions and next steps

Introductions

- Name
- Role in the Workgroup
- Share experiences related to these issues

Legislative Direction

[SHB 2097 - Assisting workers in recovering wages owed](#)

- Directed L&I to convene the Worker Wage Recovery Workgroup to develop and recommend strategies that help employees who are owed wages be made whole as quickly and fully as possible when the employees' employers violate the Chapter 49.48 RCW, including the Wage Payment Act, or the Minimum Wage Act.
- Workgroup must include the following representatives:
 - Two representatives from employee advocacy organizations.
 - Two representatives from employer and business advocacy organizations, with one of the members representing small employers.
 - One representative from a civil legal aid organization.
 - One expert in employment and wage and hour law from a Washington state postsecondary education institution.
- Report to the Legislature December 1, 2025.

Workgroup Members

Member Name and Email	Organization	Position
Lindsey Hueer	Association of Washington Business	Employer and business advocacy organization position
Patrick Connor	National Federation of Independent Business	Employer and business advocacy organization position representing small business
Sybill Hyppolite	Washington State Labor Council	Employee advocacy organization position
Catherine Ruckelshaus	National Employment Law Project	Employee advocacy organization position
Andrea Schmitt	Columbia Legal Services	Civil legal aid position
Elizabeth Ford	Seattle University School of Law	Employment law expert from a Washington State postsecondary education institution

Legislative Direction

- The Worker Wage Recovery Workgroup is directed to identify options to enhance the L&I's ability to provide swift relief to employees.
 - Options the work group must explore include, but are not limited to:
 - Wage recovery program or a wage recovery fund;
 - Procedures and mechanisms used in other states that ensure full and timely recovery for employees and that deter future violations.

Legislative Direction

- Recommendations from the work group must be made by consensus, if possible. If consensus cannot be reached, recommendations of the work group must reflect the view of the majority of the members.
 - Members with dissenting views may include their recommendations or feedback as a supplement to the report required by this section.
- For each recommendation, the work group must identify and address implementation issues and assess feasibility.

Recommended Report Timeline

- End of July 2025 – Vote and decide on final recommendations
- August 2025 – Develop and finalize the draft report
- September-October 2025 - Workgroup review and finalize report
- November 2025 - L&I/OFM administrative review and prep for submittal
- December 1, 2025 – L&I submits report submitted to legislature on behalf of Workgroup

Work Group Process and Charter

- Draft Structure with Questions for the Group:
 - Use of alternates
 - Leadership – Co-Chairs
 - Responsibility of L&I
 - Report Writing

Future Meetings

- Next Meeting Scheduled for October 21st from 2:00 pm – 4:00 pm
- All virtual?
- Cadence
- Length
- Capacity during session

Topics for Upcoming Meetings

- Next Meeting October 21st 2:00 pm – 4:00 pm
- Agenda Items/Topics:
 - Common understanding of the problem(s) to solve.
 - Background on laws, processes, or data that will be helpful?
 - Procedures and mechanisms used in other states that ensure full and timely recovery for employees and that deter future violations?
 - Topics related to a wage recovery program or a wage recovery fund?
 - Hear from workers and employers lived experience related to this topic?
 - Overview of Homeowner Recovery Program, RCW 18.27.410 - .430

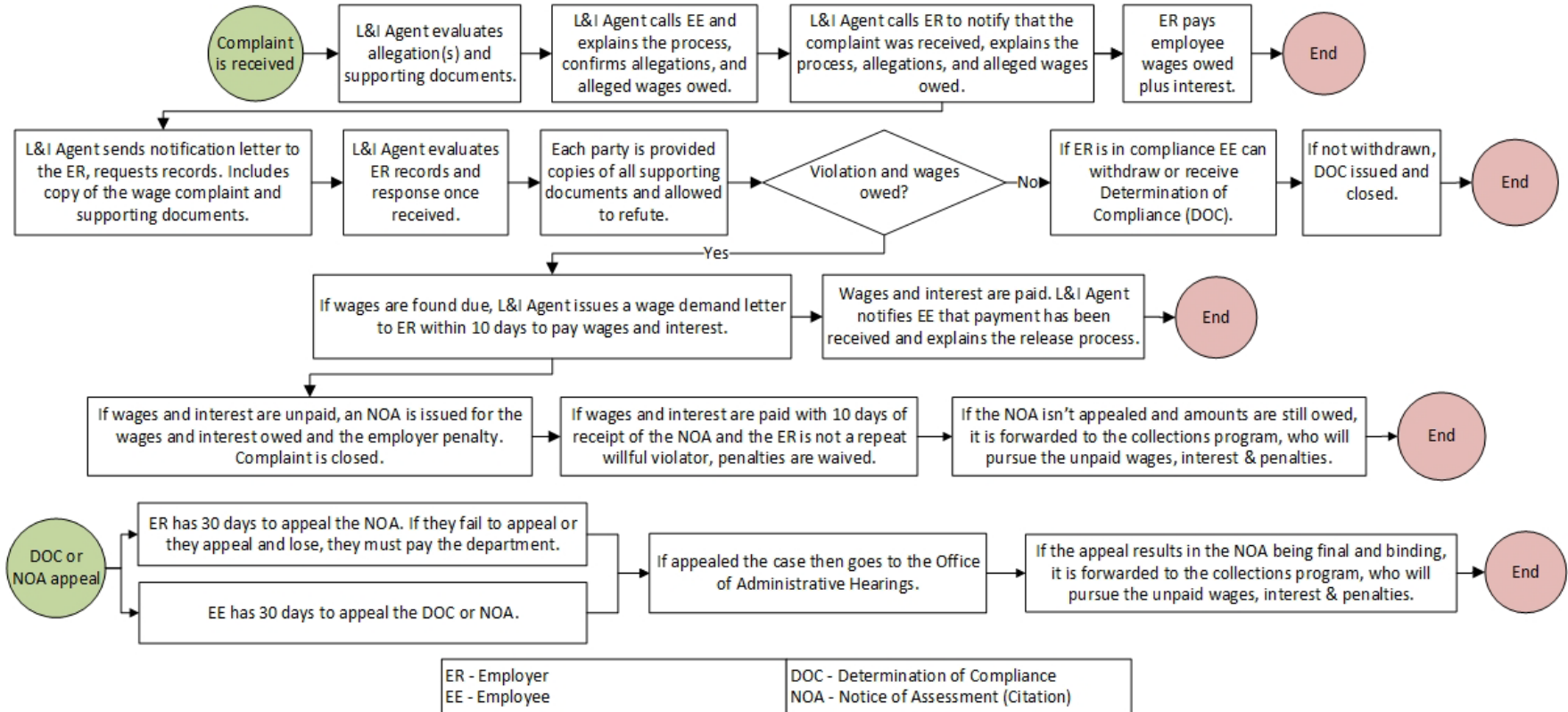
Overview of L&I Wage Complaint Process

- Individual worker complaints, L&I required to investigate all complaints.
- L&I to complete investigations within 60 days, can be extended for good cause.
- L&I may assess a civil penalty for the employer:
 - Employer violation was “willful”
 - knowing and intentional action that is neither accidental nor the result of a bona fide dispute, as evaluated under the standards applicable to wage payment violations under RCW 49.52.050(2).
 - Not less than \$1,000 or 10% of the total amount of unpaid wages, whichever is greater.
 - L&I must waive if the employer is not a repeat willful violator and they pay all wages and interest owed within 10 days of the receipt of the Notice of Violation
 - L&I can waive or reduce if employer paid all wages and interest owed
 - Penalties deposited in the Supplemental Pension Fund

Overview of L&I Wage Complaint Process

- Statute directs L&I to complete wage complaint investigations within 60 days.
 - May be extended for good cause.
- Data on time to complete.
 - Complete is inspection is resolved or citation is issued.
 - Otherwise resolved

L&I Complaint Process Flow



Closing

- Review Action Items
- Questions
- Public Comment?

Contacts

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