

**RCW 49.12.370 Parental leave—Collective bargaining agreement or employee benefit plan—Application.** In the case of employees covered by an unexpired collective bargaining agreement that expires on or after September 1, 1989, or by an employee benefit program or plan with a stated year ending on or after September 1, 1989, the effective date of RCW 49.12.360 shall be the later of: (1) The first day following expiration of the collective bargaining agreement; or (2) the first day of the next plan year. [1989 1st ex.s. c 11 s 24.]

**Effective date—1989 1st ex.s. c 11:** See note following RCW 49.12.350.