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## HOUSE BILL 1780

State of Washington 63rd Legislature 2013 Regular Session

By Representatives Manweller, Short, Condotta, and Kristiansen

Read first time 02/08/13. Referred to Committee on Labor & Workforce Development.

AN ACT Relating to state preemption of local paid sick and paid safe leave regulation; adding a new section to chapter 35.21 RCW; adding a new section to chapter 35A.21 RCW; adding a new section to chapter 36.01 RCW; and adding a new chapter to Title 49 RCW.

## 5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

Sec. 1. (1) The state of Washington hereby occupies 6 NEW SECTION. 7 and preempts the entire field regarding paid sick leave and paid safe 8 leave regulation for private employers within the boundaries of the 9 state. Local laws and ordinances that require or regulate paid sick leave or paid safe leave in excess of standards adopted by the state 10 11 shall not be enacted and are preempted and unenforceable, regardless of the nature of the code, charter, or home rule status of such city, code 12 13 city, town, or county. The state preemption created in this section 14 applies to all ordinances, codes, regulations, and rules pertaining to 15 paid sick or paid safe leave adopted at any time.

- (2) For purposes of this section:
- 17 (a) "Paid sick leave" means paid leave:

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18 (i) Due to the employee's mental or physical illness, injury, or

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- health condition; need for medical diagnosis care, or treatment of a mental or physical illness, injury, or health condition; or need for preventive medical care; or
  - (ii) To allow the employee to provide care of a family member with a mental or physical illness, injury, or health condition; who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or who needs preventive medical care.
    - (b) "Paid safe leave" means paid leave:
- 9 (i) Due to an employee's place of business, or the school or place 10 of care of an employee's child, being closed by order of a public 11 official to limit exposure to an infectious agent, biological toxin, or 12 hazardous material; or
- 13 (ii) Due to an employee or an employee's family member being a 14 victim of domestic violence, sexual assault, or stalking.
- 15 (3) This section may not be construed to impair any provision of a 16 collective bargaining agreement in effect on the effective date of this 17 section.
- NEW SECTION. Sec. 2. Section 1 of this act constitutes a new chapter in Title 49 RCW.
- NEW SECTION. Sec. 3. A new section is added to chapter 35.21 RCW to read as follows:
- 22 Section 1 of this act governs the authority of a city or town to 23 enact or regulate paid sick leave and paid safe leave programs.
- NEW SECTION. Sec. 4. A new section is added to chapter 35A.21 RCW to read as follows:
- Section 1 of this act governs the authority of a code city to enact or regulate paid sick leave and paid safe leave programs.
- NEW SECTION. Sec. 5. A new section is added to chapter 36.01 RCW to read as follows:
- 30 Section 1 of this act governs the authority of a county to enact or 31 regulate paid sick leave and paid safe leave programs.

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