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HOUSE BILL 2230

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State of Washington

63rd Legislature

2014 Regular Session

By Representatives Sells, Moscoso, and Ryu

Read first time 01/14/14. Referred to Committee on Labor & Workforce Development.

1 AN ACT Relating to requiring employers to reimburse employees for  
2 work-related expenses; and adding a new section to chapter 49.12 RCW.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** A new section is added to chapter 49.12 RCW  
5 to read as follows:

6 (1) An employer shall reimburse his or her employee for all  
7 necessary business expenses incurred by the employee at the request of  
8 the employer and in direct consequence of the discharge of the  
9 employee's duties. For the purposes of this section, "necessary  
10 business expenses" may include expenses for the cost of cell phones,  
11 phone chargers, and other equipment.

12 (2) If an employer does not reimburse the employee as required  
13 under this section, the employee may bring a civil cause of action. If  
14 the employee prevails, the court shall award the employee reasonable  
15 attorneys' fees and costs incurred to enforce this section. Awards  
16 carry interest at the same rate as civil judgments under RCW 4.56.110.  
17 Interest accrues from the date on which the employee incurred the

1 necessary business expense.

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