

SENATE BILL REPORT

SB 5700

As of March 4, 1997

Title: An act relating to extending family leave to cover medically necessary services for children, parents, and grandparents and children's school activities.

Brief Description: Extending family leave to cover medically necessary services for children, parents, and grandparents and children's school activities.

Sponsors: Senators Brown, Fairley, Hargrove, McAuliffe, Kohl, Fraser, Kline, Spanel, Thibaudeau, Prentice, Swanson, Goings, Sheldon, Snyder, Loveland, Franklin, Bauer and Patterson.

Brief History:

Committee Activity: Commerce & Labor: 3/5/97.

SENATE COMMITTEE ON COMMERCE & LABOR

Staff: Jonathan Seib (786-7427)

Background: The state family leave law was enacted in 1989. It entitles certain employees to up to 12 weeks of unpaid leave during any 24-month period to care for a newborn or newly adopted child or to care for a child with a serious health condition. Upon returning to work, the employee is entitled to the same or similar position he or she held prior to taking the leave. An employer may limit or deny leave to up to 10 percent of his or her employees designated as key employees or to the highest paid 10 percent or the employer's employees in the state.

State law also requires an employer to allow an employee to use the employee's accrued sick leave to care for a child of the employee with a health condition that requires treatment or supervision.

A federal family and medical leave act was adopted in 1993. It entitles certain employees to up to 12 weeks of unpaid leave in any 12-month period for the birth or adoption of a child, acquiring a foster child; the serious illness of a child, spouse, or parent, and the serious illness of the employee.

Summary of Bill: In addition to existing family leave entitlements under state law, an employee is entitled to 24 hours of leave during any 12-month period to: (1) participate in K-12 activities directly related to the educational advancement of the employee's child; (2) accompany a minor child to receive medically necessary services; (3) care for a minor child with a health condition that requires treatment or supervision; (4) accompany a parent or grandparent to receive medically necessary services; or (5) to examine a long-term care facility in order that a parent or grandparent receives medically necessary services.

The same conditions apply to the additional leave provided under the bill as apply to current family leave except: (1) the additional leave is not available to an employee who is in a year-around flexible or compressed work schedule or a job sharing program; and (2) the additional leave may not be limited or denied to key employees.

Appropriation: None.

Fiscal Note: Not requested.

Effective Date: Ninety days after adjournment of session in which bill is passed.