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HOUSE BILL 1983

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State of Washington                      55th Legislature                      1997 Regular Session

By Representatives McMorris, Kessler and Butler

Read first time 02/17/97. Referred to Committee on Commerce & Labor.

1            AN ACT Relating to employee wearing apparel; and adding a new  
2 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) Employers are not required to furnish or compensate employees  
7 for apparel that an employer requires an employee to wear during  
8 working hours unless the required apparel is a uniform.

9            (2) As used in this section, a uniform is:

10           (a) Apparel of a distinctive style and quality and, when worn  
11 outside of the workplace, clearly identifies the person as an employee  
12 of a specific employer;

13           (b) Apparel that is specially marked with an employer's logo;

14           (c) Unique apparel representing an historical time period or an  
15 ethnic tradition; or

16           (d) Formal apparel.

17           An employer's requirement that apparel be a specific color shall  
18 not be used to determine if the apparel is a uniform.

1           (3) An employer is not required to furnish or compensate employees  
2 for apparel that is required by the employer to be worn as a reasonable  
3 means of enhancing work place safety unless the employer is required to  
4 furnish or compensate employees for such apparel under chapter 49.17  
5 RCW.

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