
SUBSTITUTE SENATE BILL 5739

State of Washington

55th Legislature

1997 Regular Session

By Senate Committee on Commerce & Labor (originally sponsored by Senators Horn, Haugen, Schow, Rasmussen and Wood)

Read first time 03/04/97.

1 AN ACT Relating to employee wearing apparel; amending RCW
2 49.12.005; adding a new section to chapter 49.12 RCW; and creating a
3 new section.

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

5 **Sec. 1.** RCW 49.12.005 and 1994 c 164 s 13 are each amended to read
6 as follows:

7 For the purposes of this chapter:

8 (1) The term "department" means the department of labor and
9 industries.

10 (2) The term "director" means the director of the department of
11 labor and industries, or the director's designated representative.

12 (3) The term "employer" means any person, firm, corporation,
13 partnership, business trust, legal representative, or other business
14 entity which engages in any business, industry, profession, or activity
15 in this state and employs one or more employees and for the purposes of
16 RCW 49.12.270 through 49.12.295 and section 2 of this act also includes
17 the state, any state institution, any state agency, political
18 subdivisions of the state, and any municipal corporation or quasi-
19 municipal corporation.

1 (4) The term "employee" means an employee who is employed in the
2 business of the employee's employer whether by way of manual labor or
3 otherwise.

4 (5) The term "conditions of labor" shall mean and include the
5 conditions of rest and meal periods for employees including provisions
6 for personal privacy, practices, methods and means by or through which
7 labor or services are performed by employees and includes bona fide
8 physical qualifications in employment, but shall not include conditions
9 of labor otherwise governed by statutes and rules and regulations
10 relating to industrial safety and health administered by the
11 department.

12 (6) For the purpose of chapter 16, Laws of 1973 2nd ex. sess. a
13 minor is defined to be a person of either sex under the age of eighteen
14 years.

15 NEW SECTION. **Sec. 2.** A new section is added to chapter 49.12 RCW
16 to read as follows:

17 (1) Notwithstanding the provisions of chapter 49.46 RCW or other
18 provisions of this chapter, the obligation of an employer to furnish or
19 compensate an employee for apparel required during work hours shall be
20 determined only under this section.

21 (2) Employers are not required to furnish or compensate employees
22 for apparel that an employer requires an employee to wear during
23 working hours unless the required apparel is a uniform.

24 (3) As used in this section, a uniform is:

25 (a) Apparel of a distinctive style and quality that, when worn
26 outside of the workplace, clearly identifies the person as an employee
27 of a specific employer;

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

29 (c) Unique apparel representing an historical time period or an
30 ethnic tradition; or

31 (d) Formal apparel.

32 (4)(a) Except as provided in (b) of this subsection, if an employer
33 requires an employee to wear apparel of a common color that conforms to
34 a general dress code or style, the employer is not required to furnish
35 or compensate an employee for that apparel. For the purposes of this
36 subsection, "common color" includes but is not limited to colors such
37 as black, white, gray, tan, khaki, brown, blue, green, yellow, and red

1 and any shade of such colors commonly worn in public such as dark blue,
2 light gray, or dark brown.

3 (b) If an employer changes the color or colors of apparel required
4 to be worn by all employees more than once in a calendar year, such
5 apparel is defined as a uniform and the employer shall furnish or
6 compensate the employee for the apparel.

7 (5) For the purposes of this section, personal protective equipment
8 required for employee protection under chapter 49.17 RCW is not deemed
9 to be employee wearing apparel.

10 NEW SECTION. **Sec. 3.** Nothing in this act shall be construed to
11 alter the terms, conditions, or practices contained in any collective
12 bargaining agreement in effect at the time of the effective date of
13 this act until the expiration date of such agreement.

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