

HOUSE OF REPRESENTATIVES

Olympia, Washington

Bill Analysis

Bill No. HB 2038

Expanding when public employe may take
leave.

Brief title

Hearing Date 3/2/99

Reps Murray and Anderson

Sponsor(s)

Staff Steve Andin

State Government Committee

Phone 786-7127

BACKGROUND:

The Washington Personnel Resources Board authorized to establish for state civil service employees, whether employed by state agencies or institutions of higher education.

WAC 251-22-112 allows classified agency employees to have one day of bereavement leave for each death of a family member or household member. Bereavement leave may be extended to a maximum of three days with the approval of the employing official or personnel officer.

WAC 251-22-116 allows classified agency employees under certain circumstances to take up to 12 weeks of absence without pay to care for his or her parent, spouse, or child who has a serious health condition.

SUMMARY:

Any leave that is provided to classified employees for purposes of bereavement extends bereavement to the death of domestic partner. Any leave provided to classified employees for sick family members shall extend to care for sick domestic partner.

A domestic partner must be designated in writing by an employee if his or her employment meets each of the following:

- The employee and domestic partner must have a close personal relationship where they are responsible for each other's common welfare and have agreed to be jointly responsible for each other's living expenses incurred during the domestic partnership.
- The employee and domestic partner share the same regular address.

- The employee and domestic partner are both at least 18 years of age.
- The employee and the domestic partner are not married to anyone.
- The employee and designated domestic partner are not related by blood closer than would be a marriage in this state.
- The employee and domestic partner are both mentally competent and consent to their domestic partnership when it began.
- Any prior domestic partnership in which the employee or the employed domestic partner participated with either party was at least ninety days before the date the employee submitted notice to his or her employer identifying himself or herself as his or her domestic partner.

FISCAL NOTE: Not requested.

EFFECTIVE DATE: Ninety days after adjournment of session which bill passed.