

FINAL BILL REPORT

SSB 5850

C 499 L 05

Synopsis as Enacted

Brief Description: Clarifying the definition of "sick leave" for family leave.

Sponsors: Senate Committee on Labor, Commerce, Research & Development (originally sponsored by Senators Spanel, Keiser, Kohl-Welles and Shin).

Senate Committee on Labor, Commerce, Research & Development
House Committee on Commerce & Labor

Background: If, under the terms of either a collective bargaining agreement or an employer policy, the employee is entitled to sick leave or other paid time off, the employer must allow the employee to use any sick leave or other paid time off, to care for a sick child or a spouse, parent, parent-in-law, or grandparent of the employee who has a serious health or emergency condition.

Summary: If an employee does not have paid time off for illness, the term "sick leave or other paid time off" in the Family Care Act includes time allowed to the employee under a state law collective bargaining agreement, or employer policy for disability under plans, funds, programs, or practices that are not covered by The Employee Retirement Income Security Act (ERISA) or maintained through purchase of insurance.

The definition of "parent" is amended to include adoptive parents.

Votes on Final Passage:

Senate	48	0	
House	58	38	(House amended)
Senate			(Senate refused to concur)
House	71	27	(House refused to recede)
Senate	38	4	(Senate concurred)

Effective: July 24, 2005