

CERTIFICATION OF ENROLLMENT
SUBSTITUTE SENATE BILL 5850

Chapter 499, Laws of 2005

59th Legislature
2005 Regular Session

FAMILY CARE--SICK LEAVE

EFFECTIVE DATE: 7/24/05

Passed by the Senate April 22, 2005
YEAS 38 NAYS 4

BRAD OWEN

President of the Senate

Passed by the House April 19, 2005
YEAS 71 NAYS 27

FRANK CHOPP

Speaker of the House of Representatives

Approved May 17, 2005.

CERTIFICATE

I, Thomas Hoemann, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **SUBSTITUTE SENATE BILL 5850** as passed by the Senate and the House of Representatives on the dates hereon set forth.

THOMAS HOEMANN

Secretary

FILED

May 17, 2005 - 1:52 p.m.

CHRISTINE GREGOIRE

Governor of the State of Washington

**Secretary of State
State of Washington**

SUBSTITUTE SENATE BILL 5850

AS AMENDED BY THE HOUSE

Passed Legislature - 2005 Regular Session

State of Washington 59th Legislature 2005 Regular Session

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

READ FIRST TIME 03/02/05.

1 AN ACT Relating to the definition of sick leave under the family
2 care act; and amending RCW 49.12.265.

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

4 **Sec. 1.** RCW 49.12.265 and 2002 c 243 s 2 are each amended to read
5 as follows:

6 The definitions in this section apply throughout RCW 49.12.270
7 through 49.12.295 unless the context clearly requires otherwise.

8 (1) "Child" means a biological, adopted, or foster child, a
9 stepchild, a legal ward, or a child of a person standing in loco
10 parentis who is: (a) Under eighteen years of age; or (b) eighteen
11 years of age or older and incapable of self-care because of a mental or
12 physical disability.

13 (2) "Grandparent" means a parent of a parent of an employee.

14 (3) "Parent" means a biological or adoptive parent of an employee
15 or an individual who stood in loco parentis to an employee when the
16 employee was a child.

17 (4) "Parent-in-law" means a parent of the spouse of an employee.

18 (5) "Sick leave or other paid time off" means time allowed under
19 the terms of an appropriate state law, collective bargaining agreement,

1 or employer policy, as applicable, to an employee for illness,
2 vacation, and personal holiday. If paid time is not allowed to an
3 employee for illness, "sick leave or other paid time off" also means
4 time allowed under the terms of an appropriate state law, collective
5 bargaining agreement, or employer policy, as applicable, to an employee
6 for disability under a plan, fund, program, or practice that is: (a)
7 Not covered by the employee retirement income security act of 1974, 29
8 U.S.C. Sec 1001 et seq.; and (b) not established or maintained through
9 the purchase of insurance.

10 (6) "Spouse" means a husband or wife, as the case may be.

Passed by the Senate April 22, 2005.

Passed by the House April 19, 2005.

Approved by the Governor May 17, 2005.

Filed in Office of Secretary of State May 17, 2005.