

SB 6185 - DIGEST

(SUBSTITUTED FOR - SEE 1ST SUB)

Provides that an employee is entitled to a total of twelve workweeks of leave during any twelve-month period for one or more of the following: (1) Because of the birth of a child of the employee and in order to care for the child;

(2) Because of the placement of a child with the employee for adoption or foster care;

(3) In order to care for a family member of the employee, if the family member has a serious health condition; or

(4) Because of a serious health condition that makes the employee unable to perform the functions of the position of the employee.

Provides that the entitlement to leave for the birth or placement of a child expires at the end of the twelve-month period beginning on the date of such birth or placement.

Declares that any employee who takes leave under this act for the intended purpose of the leave is entitled, on return from the leave: (1) To be restored by the employer to the position of employment held by the employee when the leave commenced; or

(2) To be restored to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment at a workplace within twenty miles of the employee's workplace when leave commenced.

Declares that it is unlawful for any employer to: (1) Interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right provided under this act; or

(2) Discharge or in any other manner discriminate against any individual for opposing any practice made unlawful by this act.

Provides that an employer who is found, in accordance with this act, to have violated a requirement of chapter 49.78 RCW and the rules adopted under this chapter, is subject to a civil penalty of not less than one thousand dollars for each violation. Civil penalties must be collected by the department and deposited into the family and medical leave enforcement account.

Repeals provisions of chapter 49.78 RCW.