
SENATE BILL 5332

State of Washington 64th Legislature 2015 Regular Session

By Senators Braun, Becker, Rivers, Schoesler, Angel, Warnick,
Honeyford, and Hewitt

Read first time 01/19/15. Referred to Committee on Commerce & Labor.

1 AN ACT Relating to state regulation of local employment laws and
2 contracts; adding a new section to chapter 35.21 RCW; adding a new
3 section to chapter 35A.21 RCW; adding a new section to chapter 36.01
4 RCW; adding a new section to chapter 53.08 RCW; and adding a new
5 chapter to Title 49 RCW.

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

7 NEW SECTION. **Sec. 1.** (1) Any charter, ordinance, regulation,
8 rule, or resolution enacted by any city, town, county, or port
9 district and regulating wages, hours of work, employee retention, or
10 leave from employment must apply equally to both unionized and
11 nonunionized employers.

12 (2) No charter, ordinance, regulation, rule, or resolution
13 enacted by any city, town, county, or port district and regulating
14 wages, hours of work, employee retention, or leave from employment
15 may permit its requirements be waived, in whole or in part, in
16 collective bargaining.

17 (3) Any provision of any charter, ordinance, regulation, rule, or
18 resolution enacted before or after the effective date of this section
19 that conflicts with subsections (1) and (2) of this section shall not
20 be adopted or agreed to and is preempted and unenforceable.

21 (4) For purposes of this section:

1 (a) "Leave from employment" means sick leave, vacation leave,
2 holiday leave, leave when an employee's place of business of child's
3 school or place of care has been closed by order of a public
4 official, and any other type of employee leave except leave for
5 domestic violence, sexual assault, or stalking; and

6 (b) "Employee retention" means offering work to or retaining
7 employees following a business succession.

8 (5) This section does not impair any provision of a collective
9 bargaining agreement in effect on the effective date of this section.

10 NEW SECTION. **Sec. 2.** Section 1 of this act constitutes a new
11 chapter in Title 49 RCW.

12 NEW SECTION. **Sec. 3.** A new section is added to chapter 35.21
13 RCW to read as follows:

14 Section 1 of this act governs the authority of a city or town to
15 regulate private employers and to contract regarding wages, hours of
16 work, employee retention, or leave from employment.

17 NEW SECTION. **Sec. 4.** A new section is added to chapter 35A.21
18 RCW to read as follows:

19 Section 1 of this act governs the authority of a code city to
20 regulate private employers and to contract regarding wages, hours of
21 work, employee retention, or leave from employment.

22 NEW SECTION. **Sec. 5.** A new section is added to chapter 36.01
23 RCW to read as follows:

24 Section 1 of this act governs the authority of a county to
25 regulate private employers and to contract regarding wages, hours of
26 work, employee retention, or leave from employment.

27 NEW SECTION. **Sec. 6.** A new section is added to chapter 53.08
28 RCW to read as follows:

29 Section 1 of this act governs the authority of a port district to
30 regulate private employers and to contract regarding wages, hours of
31 work, employee retention, or leave from employment.

--- END ---