

RCW 50A.10.040 Out-of-state employees—Premium waiver. (1) An employer may file an application with the department for a conditional waiver for the payment of family and medical leave premiums, assessed under RCW 50A.10.030, for any employee who:

(a) Primarily performs work outside of the state;

(b) Is employed in the state on a limited or temporary work schedule; and

(c) Is not expected to be employed in the state for eight hundred twenty hours or more in a period of four consecutive completed calendar quarters.

(2) Both the employee and employer must sign the application verifying their belief that the conditions in subsection (1) of this section will be met.

(3) If the department finds any of the conditions in subsection (1) of this section are no longer satisfied, or were not satisfied at any point after a conditional waiver was approved and is in effect, the department will consider the conditional waiver expired and the employer and employee will be responsible for their shares of all premiums that would have been paid during this period had the waiver not been granted. Upon payment of the missed premiums, the employee will be credited for the hours worked and will be eligible for benefits under this title as if the premiums were originally paid. [2020 c 125 s 3; 2019 c 13 s 22; 2017 3rd sp.s. c 5 s 9. Formerly RCW 50A.04.120.]