2SHB 2171 - H AMD **1569**
    By Representative Mosbrucker

1   Strike everything after the enacting clause and insert the
2 following:

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4   "<u>NEW SECTION.</u> **Sec. 1.** A new section is added to chapter 49.64 RCW
5 to read as follows:
6   (1) An employer with an established policy, practice, or agreement
7 to provide vacation leave or other paid time off must provide written
8 notice to employees of the employer's policy regarding treatment of
9 unused vested vacation leave or other paid time off at the time of an
10 employee's termination from employment, including whether unused
11 vested vacation leave or other paid time off is eligible to be cashed
12 out.
13   (2) The notice provided pursuant to subsection (1) of this section
14 must be provided to each employee at or before the time the employee
15 begins to accrue the vacation leave or other paid time off.
16   (3) The notice provided pursuant to subsection (1) of this section
17 may be provided electronically.
18   (4) Nothing in this section:
19   (a) Requires an employer to provide vacation leave or other paid
20 time off to an employee or prohibits an employer from placing limits
21 on the amount of vacation leave or other paid time off an employee may
22 accrue;
23   (b) Requires an employer to pay an employee for unused vacation
24 leave or other paid time off; or
25   (c) May be construed to affect the provisions contained in RCW
26 49.46.200 through 49.46.820 regarding paid sick leave."
27

1   Correct the title.
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    <u>EFFECT:</u>   Strikes all provisions of the bill, removing: (1) the requirement that employers pay out vested vacation leave or other paid time off; (2) the inclusion of such leave in the definition of wages under the Wage Payment Act; and (3) the prohibition on required forfeiture of such leave upon termination. Requires employers that provide vacation leave or other paid time off to provide notice to employees of the employer's policy regarding treatment of unused vested vacation leave or other paid time off.

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