

RCW 49.85.045 Employee cause of action—Remedies—Notice of violation. (1) An aggrieved employee or an employee representative, such as a collective bargaining representative or nonprofit corporation, may bring an action in the superior court of the state of Washington for violations of this chapter and may be awarded the following:

(a) Hiring and reinstatement rights pursuant to this chapter. For violations of the retention provision, the 180-day transition employment period does not commence until the eligible grocery worker's employment commencement date with the successor grocery employer;

(b) Front pay or back pay for each day during which the violation continues;

(c) The value of the benefits the employee would have received under any benefit plans;

(d) Reasonable attorneys' fees and costs to any employee or employee representative who prevails in an enforcement action.

(2) Before an employee or an employee representative brings an action in the superior court of the state of Washington for a violation of this chapter, both of the following requirements must be met:

(a) The employee has provided written notice to the employer of the provisions of this chapter alleged to have been violated and the facts to support the alleged violation; and

(b) The employer has not cured the alleged violation within 30 calendar days from receipt of the written notice. [2024 c 129 s 8.]