

RCW 49.85.060 Small employer exemption. (1) This chapter does not apply to an incumbent grocery employer and the successor grocery employer executing the transfer document with that incumbent grocery employer, if the sum of both of the following is less than 300:

(a) The number of grocery workers employed immediately prior to the change in control by the incumbent grocery employer across that employer's grocery establishments nationwide; and

(b) The number of grocery workers employed immediately prior to the change in control by the successor grocery employer across that employer's grocery establishments nationwide.

(2) For purposes of this section only, the following definitions apply:

(a) "Grocery establishment," as used in this section, has the same meaning as defined in RCW 49.85.015, but also includes grocery establishments in other states in the United States.

(b) "Grocery worker," as used in this section, means any individual whose primary place of employment is at a grocery establishment that is owned, controlled, or operated by the incumbent or successor grocery employer, as applicable. [2024 c 129 s 11.]