

2 EHB 2847 - S COMM AMD

3 By Committee on Labor, Commerce & Trade

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5 Strike everything after the enacting clause and insert the
6 following:

7 "NEW SECTION. **Sec. 1.** A new section is added to chapter 49.12 RCW
8 to read as follows:

9 (1) Whenever an employer requires an employee to wear a uniform or
10 other article of wearing apparel of a specific style or color, it must
11 be furnished by the employer. Usual and customary wearing apparel in
12 conformance to a general dress standard need not be furnished by the
13 employer.

14 (2) Notwithstanding subsection (1) of this section, an employer who
15 requires an employee to wear black or white apparel not of a specific
16 style is not required to furnish the apparel to an employee if: (a)
17 The employer is classified under the standard industrial classification
18 major group 58; or (b) the employee is paid at a rate of not less than
19 thirty-five cents more per hour than the rate required to be paid under
20 RCW 49.46.020.

21 (3) If the director, or the director's designee, finds that an
22 employer has violated this section, he or she shall order the employer
23 to reimburse any employee for the cost of wearing apparel required to
24 be provided under this section and may assess the employer a civil
25 penalty of not more than two hundred dollars for each violation.

26 (4) The department may adopt rules to implement this section.

27 NEW SECTION. **Sec. 2.** This act is necessary for the immediate
28 preservation of the public peace, health, or safety, or support of the
29 state government and its existing public institutions, and shall take
30 effect immediately."

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4 On page 1, line 3 of the title, after "apparel;" strike the
5 remainder of the title and insert "adding a new section to chapter
6 49.12 RCW; prescribing penalties; and declaring an emergency."

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