

CERTIFICATION OF ENROLLMENT

SUBSTITUTE SENATE BILL 6426

Chapter 243, Laws of 2002

57th Legislature
2002 Regular Session

EMPLOYER-GRANTED LEAVE--CARE FOR FAMILY MEMBERS

EFFECTIVE DATE: 1/1/03

Passed by the Senate March 12, 2002
YEAS 41 NAYS 4

BRAD OWEN

President of the Senate

Passed by the House March 8, 2002
YEAS 96 NAYS 0

FRANK CHOPP

**Speaker of the
House of Representatives**

CERTIFICATE

I, Tony M. Cook, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **SUBSTITUTE SENATE BILL 6426** as passed by the Senate and the House of Representatives on the dates hereon set forth.

TONY M. COOK

Secretary

Approved March 29, 2002

FILED

March 29, 2002 - 3:38 p.m.

GARY LOCKE

Governor of the State of Washington

**Secretary of State
State of Washington**

1 (2) Use of leave other than ((~~accrued~~)) sick leave or other paid
2 time off to care for a child, spouse, parent, parent-in-law, or
3 grandparent under the circumstances described in this section shall be
4 governed by the terms of the appropriate collective bargaining
5 agreement or employer policy, as applicable.

6 NEW SECTION. Sec. 2. A new section is added to chapter 49.12 RCW
7 to read as follows:

8 The definitions in this section apply throughout RCW 49.12.270
9 through 49.12.295 unless the context clearly requires otherwise.

10 (1) "Child" means a biological, adopted, or foster child, a
11 stepchild, a legal ward, or a child of a person standing in loco
12 parentis who is: (a) Under eighteen years of age; or (b) eighteen years
13 of age or older and incapable of self-care because of a mental or
14 physical disability.

15 (2) "Grandparent" means a parent of a parent of an employee.

16 (3) "Parent" means a biological parent of an employee or an
17 individual who stood in loco parentis to an employee when the employee
18 was a child.

19 (4) "Parent-in-law" means a parent of the spouse of an employee.

20 (5) "Sick leave or other paid time off" means time allowed under
21 the terms of an appropriate collective bargaining agreement or employer
22 policy, as applicable, to an employee for illness, vacation, and
23 personal holiday.

24 (6) "Spouse" means a husband or wife, as the case may be.

25 NEW SECTION. Sec. 3. A new section is added to chapter 49.12 RCW
26 to read as follows:

27 An employer shall not discharge, threaten to discharge, demote,
28 suspend, discipline, or otherwise discriminate against an employee
29 because the employee: (1) Has exercised, or attempted to exercise, any
30 right provided under RCW 49.12.270 through 49.12.295; or (2) has filed
31 a complaint, testified, or assisted in any proceeding under RCW
32 49.12.270 through 49.12.295.

33 NEW SECTION. Sec. 4. This act takes effect January 1, 2003.

Passed the Senate March 12, 2002.

Passed the House March 8, 2002.

Approved by the Governor March 29, 2002.

Filed in Office of Secretary of State March 29, 2002.