

**SHB 3305 - H AMD 1252**

By Representative Condotta

1           On page 2, line 35, after "and" insert ", except as provided in  
2 a voluntary plan to pay family leave insurance benefits approved  
3 pursuant to section 15 of this act,"

4           On page 11, after line 23, insert the following:

5           "NEW SECTION.   **Sec. 15.** A new section is added to chapter  
6 49.86 RCW to read as follows:

7           (1) The commissioner shall approve any voluntary plan as to  
8 which he or she finds that all of the following exist:

9           (a) The plan provides greater benefits and rights to covered  
10 employees than those provided for in this chapter.

11           (b) The plan is made available to all employees of the employer  
12 employed in the state or to all employees at any one distinct,  
13 separate establishment maintained by the employer in the state.

14           (c) The plan provides for coverage of future employees.

15           (d) The plan will be in effect for a period of not less than  
16 one year and, thereafter, continuously unless the employer gives  
17 notice of withdrawal from the plan.

18           (2) The commissioner may terminate any voluntary plan if the  
19 commissioner finds that there is danger that benefits will not be  
20 paid or for other good cause shown. The commissioner shall give  
21 notice of his or her intention to terminate a plan to the employer.  
22 The notice shall state the effective date and the reason for the  
23 withdrawal."

24           Re-number the sections consecutively and correct any internal  
25 references accordingly.

26           Correct the title.

**EFFECT:** Creates an exception to the state-administered family leave insurance program for state-approved voluntary plans.

Requires the Commissioner to approve voluntary plans that: (1) provide greater benefits and rights to employees than the state program; (2) are available to all employees in the state or at one establishment; (3) provide for coverage of future employees; and (4) will be in effect for not less than 1 year.

Authorizes the Commissioner to terminate voluntary plans if there is danger that benefits will not be paid or for good cause.