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HOUSE BILL 1457

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State of Washington                      63rd Legislature                      2013 Regular Session

By Representatives Green, Sawyer, Reykdal, Appleton, Sells, Ormsby, Bergquist, Jinkins, Pollet, Fey, Moeller, Kagi, Freeman, and Hudgins

Read first time 01/28/13. Referred to Committee on Labor & Workforce Development.

1            AN ACT Relating to implementing family and medical leave insurance;  
2 amending RCW 49.86.005, 49.86.010, 49.86.020, 49.86.030, 49.86.050,  
3 49.86.060, 49.86.070, 49.86.080, 49.86.090, 49.86.100, 49.86.110,  
4 49.86.120, 49.86.130, 49.86.140, 49.86.160, 49.86.170, 49.86.180,  
5 49.86.210, and 50.29.021; reenacting and amending RCW 43.79A.040 and  
6 34.05.328; adding new sections to chapter 49.86 RCW; and adding a new  
7 section to chapter 82.04 RCW.

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

9            **Sec. 1.** RCW 49.86.005 and 2007 c 357 s 1 are each amended to read  
10 as follows:

11            The legislature finds that, although family and medical leave laws  
12 have assisted individuals to balance the demands of the workplace with  
13 their family responsibilities, more needs to be done to achieve the  
14 goals of parent and child bonding, family care, children and family  
15 health, workforce stability, and economic security. In particular, the  
16 legislature finds that many individuals do not have access to family  
17 and medical leave laws, and those who do may not be in a financial  
18 position to take family and medical leave that is unpaid, and that  
19 employer-paid benefits meet only a relatively small part of this need.

1 The legislature declares it to be in the public interest to establish  
2 a program that: (1) Allows parents to bond with a newborn or newly  
3 placed child, and workers to care for family members with a serious  
4 health condition or to recover from their own serious health condition;  
5 (2) provides limited and additional income support for a reasonable  
6 period while an individual is away from work on family and medical  
7 leave; (3) reduces the impact on state income support programs by  
8 increasing an individual's ability to provide caregiving services for  
9 ((a—child)) family members while maintaining an employment  
10 relationship; and (4) establishes a wage replacement benefit to be  
11 coordinated with current existing state and federal family and medical  
12 leave laws.

13 **Sec. 2.** RCW 49.86.010 and 2007 c 357 s 3 are each amended to read  
14 as follows:

15 The definitions in this section apply throughout this chapter  
16 unless the context clearly requires otherwise.

17 (1)(a) With respect to leave for the birth or placement of a child,  
18 "application year" means the twelve-month period beginning on the date  
19 of the birth or placement of the child.

20 (b) With respect to leave for a family member's serious health  
21 condition or the individual's serious health condition, "application  
22 year" means the twelve-month period beginning on the first day of the  
23 calendar week in which an individual files an initial application for  
24 family and medical leave insurance benefits ((and, thereafter, the  
25 twelve-month period beginning with the first day of the calendar week  
26 in which the individual next files an application for family leave  
27 insurance benefits after the expiration of the individual's last  
28 preceding application year)).

29 (c) An application year may not begin before the individual's last  
30 preceding application year has expired.

31 (2) "Calendar quarter" means the same as in RCW 50.04.050.

32 (3) "Child," ((means a biological or an adopted child)) "health  
33 care provider," "parent," "serious health condition," and "spouse" mean  
34 the same as in RCW 49.78.020.

35 (4) "Commissioner" means the commissioner of the department.

36 (5) "Department" means the ((state agency to be directed to  
37 administer the family leave insurance program.

1       ~~(5) "Director" means the director of the~~) employment security  
2 department.

3       (6) "Employer" means: (a) The same as in RCW 50.04.080; and (b)  
4 the state and its political subdivisions.

5       (7) "Employment" has the meaning provided in RCW 50.04.100.

6       (8) "Family and medical leave" means ~~leave((:—(a) Because of the~~  
7 ~~birth of a child of the employee and in order to care for the child; or~~  
8 ~~(b) because of the placement of a child with the employee for~~  
9 ~~adoption))~~ for a family member's serious health condition, leave for  
10 the birth or placement of a child, and leave for the individual's  
11 serious health condition as these types of leave are defined in RCW  
12 49.78.020 and described in RCW 49.78.220.

13       (9) "Family and medical leave insurance benefits" means the  
14 benefits payable under RCW 49.86.050 and 49.86.060.

15       (10) "Family member" means a child, spouse, domestic partner, or  
16 parent of the individual, or pursuant to section 13 of this act, a  
17 designated person.

18       (11) "Federal family and medical leave act" means the federal  
19 family and medical leave act of 1993 (Act Feb. 5, 1993, P.L. 103-3, 107  
20 Stat. 6).

21       ~~((11))~~ (12) "Premium" or "premiums" means payments required by  
22 this chapter to be made to the department for the family and medical  
23 leave insurance account under RCW 49.86.170.

24       (13) "Qualifying year" means the first four of the last five  
25 completed calendar quarters or, if eligibility is not established, the  
26 last four completed calendar quarters immediately preceding the first  
27 day of the individual's application year.

28       ~~((12) "Regularly working" means the average number of hours per~~  
29 ~~workweek that an individual worked in the two quarters of the~~  
30 ~~individual's qualifying year in which total wages were highest.))~~

31       (14) "Wages" means the same as "wages" for the purpose of payment  
32 of contributions in RCW 50.04.320(1).

33       NEW SECTION. Sec. 3. A new section is added to chapter 49.86 RCW  
34 to read as follows:

35       The definitions of "employer" and "employment" in section 1 of the  
36 railroad unemployment insurance act (45 U.S.C. Sec. 351) also apply  
37 throughout this chapter unless the context clearly requires otherwise.

1       **Sec. 4.** RCW 49.86.020 and 2007 c 357 s 4 are each amended to read  
2 as follows:

3       (1) The department shall establish and administer a family and  
4 medical leave insurance program and pay family and medical leave  
5 insurance benefits as specified in this chapter.

6       (2) The department shall establish procedures and forms for filing  
7 claims for benefits under this chapter. The department shall notify  
8 the employer within five business days of a claim being filed under RCW  
9 49.86.030.

10       (3) The department may require that an individual attest that:

11       (a) There has been a birth or placement of a child, or the  
12 individual or the individual's family member has a serious health  
13 condition, as applicable;

14       (b) The individual is not earning waiting period credits or  
15 receiving benefits under chapter 7.68 RCW, Title 50 or 51 RCW, or other  
16 applicable federal or state crime victims' compensation, unemployment  
17 compensation, industrial insurance, or disability insurance laws; and

18       (c) The individual's serious health condition is not a result of  
19 the individual's perpetration of a gross misdemeanor or felony.

20       (4) The department may require that a claim for benefits under this  
21 chapter be supported by a certification issued by the health care  
22 provider providing health care to the individual or the individual's  
23 family member, as applicable.

24       (5) The department shall use information sharing and integration  
25 technology to facilitate the disclosure of relevant information or  
26 records by (~~the employment security department~~) another state agency,  
27 so long as an individual consents to the disclosure as required under  
28 RCW 49.86.030(~~(+4)~~) (1)(d).

29       (~~(+4)~~) (6) Information contained in the files and records  
30 pertaining to an individual under this chapter are confidential and not  
31 open to public inspection, other than to public employees in the  
32 performance of their official duties. However, the individual or an  
33 authorized representative of an individual may review the records or  
34 receive specific information from the records on the presentation of  
35 the signed authorization of the individual. An employer or the  
36 employer's duly authorized representative may review the records of an  
37 individual employed by the employer in connection with a pending claim.  
38 At the department's discretion, other persons may review records when

1 such persons are rendering assistance to the department at any stage of  
2 the proceedings on any matter pertaining to the administration of this  
3 chapter.

4 ~~((+5))~~ (7) The department shall develop and implement an outreach  
5 program to ensure that individuals who may be eligible to receive  
6 family and medical leave insurance benefits under this chapter are made  
7 aware of these benefits. Outreach information shall explain, in an  
8 easy to understand format, eligibility requirements, the claims  
9 process, weekly benefit amounts, maximum benefits payable, notice and  
10 medical certification requirements, reinstatement and nondiscrimination  
11 rights, confidentiality, and ~~((coordination of leave))~~ the relationship  
12 between employment protection, leave from employment, and wage  
13 replacement benefits under this chapter and other laws, collective  
14 bargaining agreements, and employer policies. Outreach information  
15 shall be prepared by the department with technical assistance from the  
16 department of labor and industries. Outreach information shall be  
17 available in English and other primary languages as defined in RCW  
18 74.04.025.

19 **Sec. 5.** RCW 49.86.030 and 2011 1st sp.s. c 25 s 1 are each amended  
20 to read as follows:

21 (1) Beginning October 1, 2015, family and medical leave insurance  
22 benefits are payable to an individual during a period in which the  
23 individual is unable to perform his or her regular or customary work  
24 because he or she is on family and medical leave if the individual:

25 ~~((+1))~~ (a) Files a claim for benefits ~~((in each week in which the~~  
26 ~~individual is on family leave, and))~~ as required by rules adopted by  
27 the ~~((director))~~ commissioner;

28 ~~((+2))~~ (b) Has been employed for at least six hundred eighty hours  
29 ~~((in employment))~~ during the individual's qualifying year;

30 ~~((+3))~~ (c) Establishes an application year. An application year  
31 may not be established if the qualifying year includes hours worked  
32 before establishment of a previous application year;

33 ~~((+4))~~ (d) Consents to the disclosure of information or records  
34 deemed private and confidential under ~~((chapter 50.13 RCW))~~ state law.  
35 Initial disclosure of this information and these records by ~~((the~~  
36 ~~employment security department))~~ another state agency to the department

1 is solely for purposes related to the administration of this chapter.  
2 Further disclosure of this information or these records is subject to  
3 RCW 49.86.020(~~(+3+)~~) (5) and section 16 of this act;

4 (~~(+5+)~~) (e) Discloses whether or not he or she owes child support  
5 obligations as defined in RCW 50.40.050; (~~and~~

6 ~~(6) Documents that he or she has provided)~~ (f) Provides the  
7 employer from whom family and medical leave is to be taken with written  
8 notice of the individual's intention to take family and medical leave  
9 in the same manner as an employee is required to provide notice in RCW  
10 49.78.250 and, in the individual's claim for benefits, attests that  
11 written notice has been provided; and

12 (g) Provides a document authorizing the family member's or  
13 individual's health care provider, as applicable, to disclose the  
14 family member's or individual's health care information in the form of  
15 the certification of a serious health condition.

16 (2)(a) With respect to leave for the birth or placement of a child  
17 or a family member's serious health condition, family and medical leave  
18 insurance benefits are payable beginning October 1, 2015.

19 (b) With respect to leave for an individual's serious health  
20 condition, family and medical leave insurance benefits are payable  
21 beginning October 1, 2016.

22 NEW SECTION. Sec. 6. A new section is added to chapter 49.86 RCW  
23 to read as follows:

24 With respect to leave for the individual's serious health  
25 condition, an individual is disqualified from family and medical leave  
26 insurance benefits beginning with the first day of the calendar week,  
27 and continuing for the next fifty-two consecutive weeks, in which the  
28 individual is suffering from a serious health condition resulting from  
29 the individual's perpetration of a gross misdemeanor or felony.

30 Sec. 7. RCW 49.86.050 and 2007 c 357 s 7 are each amended to read  
31 as follows:

32 (1) The maximum number of weeks during which family and medical  
33 leave insurance benefits are payable in an application year is (~~five~~  
34 weeks)) twelve weeks for leave for a family member's serious health  
35 condition and for the birth or placement of a child, plus twelve weeks  
36 for the individual's serious health condition. However, benefits are

1 not payable during a waiting period consisting of the first seven  
2 calendar days of family and medical leave taken in an application year  
3 with respect to a particular type of family and medical leave, whether  
4 the first seven calendar days of family and medical leave are employer  
5 paid or unpaid.

6 (2)(a) The first payment of benefits must be made to an individual  
7 within two weeks after the completed claim is (~~filed~~) received or the  
8 family and medical leave began, whichever is later, and subsequent  
9 payments must be made (~~semimonthly~~) biweekly thereafter.

10 (b) The payment of benefits under this chapter shall not be  
11 considered a binding determination of the obligations of the department  
12 under this chapter. The acceptance of compensation by the individual  
13 shall likewise not be considered a binding determination of his or her  
14 rights under this chapter. Whenever any payment of benefits under this  
15 chapter has been made and timely appeal therefrom has been made where  
16 the final decision is that the payment was improper, the individual  
17 shall repay it and recoupment may be made from any future payment due  
18 to the individual on any claim under this chapter. The (~~director~~)  
19 commissioner may exercise his or her discretion to waive, in whole or  
20 in part, the amount of any such payments where the recovery would be  
21 against equity and good conscience.

22 (c) If an individual dies before he or she receives a payment of  
23 benefits, the payment shall be made by the department and distributed  
24 consistent with the terms of the decedent's will or, if the decedent  
25 dies intestate, consistent with the terms of RCW 11.04.015.

26 **Sec. 8.** RCW 49.86.060 and 2007 c 357 s 8 are each amended to read  
27 as follows:

28 The amount of family and medical leave insurance benefits shall be  
29 determined as follows:

30 (1) (~~The~~) An individual's weekly benefit shall be (~~two hundred~~  
31 ~~fifty dollars per week for an individual who at the time of beginning~~  
32 ~~family leave was regularly working thirty five hours or more per week~~)  
33 an amount equal to five and two-tenths percent of the average quarterly  
34 wages of the individual's total wages during the two quarters of the  
35 individual's qualifying year in which such total wages were highest.

36 (2) (~~If an individual who at the time of beginning family leave~~  
37 ~~was regularly working thirty five hours or more per week is on family~~

1 ~~leave for less than thirty five hours but at least eight hours in a~~  
2 ~~week, the individual's weekly benefit shall be .025 times the maximum~~  
3 ~~weekly benefit times the number of hours of family leave taken in the~~  
4 ~~week.)) Beginning October 1, 2015, the maximum weekly benefit amount  
5 shall be one thousand dollars. By September 30, 2015, and by each  
6 subsequent September 30th, the department shall calculate to the  
7 nearest dollar adjusted maximum weekly benefit amounts to account for  
8 inflation using the consumer price index for urban wage earners and  
9 clerical workers, CPI-W, or a successor index, for the twelve completed  
10 calendar months before each September 30th as calculated by the United  
11 States department of labor. The adjusted maximum weekly benefit  
12 amounts calculated under this subsection take effect on the following  
13 January 1st.~~

14 (3) Benefits are not payable for less than eight hours of family  
15 and medical leave taken in a week.

16 ~~((3) For an individual who at the time of beginning family leave~~  
17 ~~was regularly working less than thirty five hours per week, the~~  
18 ~~department shall calculate a prorated schedule for a weekly benefit~~  
19 ~~amount and a minimum number of hours of family leave that must be taken~~  
20 ~~in a week for benefits to be payable, with the prorated schedule based~~  
21 ~~on the amounts and the calculations specified under subsections (1) and~~  
22 ~~(2) of this section.))~~

23 (4) If an individual discloses that he or she owes child support  
24 obligations under RCW 49.86.030 and the department determines that the  
25 individual is eligible for benefits, the department shall notify the  
26 applicable state or local child support enforcement agency and deduct  
27 and withhold an amount from benefits in a manner consistent with RCW  
28 50.40.050.

29 ~~((5) If the internal revenue service determines that family leave~~  
30 ~~insurance benefits under this chapter are subject to federal income tax~~  
31 ~~and an individual elects to have federal income tax deducted and~~  
32 ~~withheld from benefits, the department shall deduct and withhold the~~  
33 ~~amount specified in the federal internal revenue code in a manner~~  
34 ~~consistent with RCW 49.86.070.))~~

35 **Sec. 9.** RCW 49.86.070 and 2007 c 357 s 9 are each amended to read  
36 as follows:

37 ~~((1))~~ If the internal revenue service determines that family and



1 medical leave insurance benefits under this chapter are subject to  
2 federal income tax, the department must advise an individual filing a  
3 new claim for family and medical leave insurance benefits, at the time  
4 of filing such claim, that((+

5 (a)) the internal revenue service has determined that benefits are  
6 subject to federal income tax((+

7 (b)) and requirements exist pertaining to estimated tax  
8 payments((+

9 ~~(c) The individual may elect to have federal income tax deducted~~  
10 ~~and withheld from the individual's payment of benefits at the amount~~  
11 ~~specified in the federal internal revenue code; and~~

12 ~~(d) The individual is permitted to change a previously elected~~  
13 ~~withholding status.~~

14 ~~(2) Amounts deducted and withheld from benefits must remain in the~~  
15 ~~family leave insurance account until transferred to the federal taxing~~  
16 ~~authority as a payment of income tax.~~

17 ~~(3) The director shall follow all procedures specified by the~~  
18 ~~federal internal revenue service pertaining to the deducting and~~  
19 ~~withholding of income tax)).~~

20 **Sec. 10.** RCW 49.86.080 and 2007 c 357 s 10 are each amended to  
21 read as follows:

22 (1) If family and medical leave insurance benefits are paid  
23 erroneously or as a result of willful misrepresentation, or if a claim  
24 for family and medical leave benefits is rejected after benefits are  
25 paid, RCW 51.32.240 shall apply, except that appeals are governed by  
26 RCW 49.86.120, penalties are paid into the family and medical leave  
27 insurance account, and the department shall seek repayment of benefits  
28 from the recipient. The department shall issue an overpayment  
29 assessment setting forth the reasons for, and the amount of, the  
30 overpayment.

31 (2) Whenever such an overpayment assessment becomes conclusive and  
32 final, the department may file with the superior court clerk of any  
33 county within the state a warrant in the amount of the overpayment  
34 assessment plus a filing fee under RCW 36.18.012(10). However, the  
35 department must first give at least twenty days' notice by certified  
36 mail return receipt requested, to the individual's last known address  
37 of the intended action.

1       (a) The clerk of the county where the warrant is filed shall  
2 immediately designate a superior court cause number for the warrant.  
3 The clerk shall cause to be entered in the judgment docket under the  
4 superior court cause number assigned to the warrant the name of the  
5 person or persons mentioned in the warrant, the amount of the  
6 overpayment assessment, and the date when the warrant was filed.

7       (b) The amount of the warrant as docketed shall become a lien upon  
8 the title to, and any interest in, all real and personal property of  
9 the person or persons against whom the warrant is issued, the same as  
10 a judgment in a civil case duly docketed in the office of the clerk.  
11 A warrant so docketed shall be sufficient to support the issuance of  
12 writs of execution and writs of garnishment in favor of the state in  
13 the manner provided by law for a civil judgment.

14       (c) A copy of the warrant shall be mailed to the person or persons  
15 mentioned in the warrant by certified mail to the person's last known  
16 address within ten days of its filing with the clerk.

17       **Sec. 11.** RCW 49.86.090 and 2007 c 357 s 11 are each amended to  
18 read as follows:

19       (1) During a period in which an individual receives family and  
20 medical leave insurance benefits or earns waiting period credits under  
21 this chapter, the individual is entitled to family and medical leave  
22 and, at the established ending date of leave, to be restored to a  
23 position of employment with the employer from whom leave was taken.

24       (2) The individual entitled to leave under this section shall be  
25 restored to a position of employment in the same manner as an employee  
26 entitled to leave under chapter 49.78 RCW is restored to a position of  
27 employment, as specified in RCW 49.78.280.

28       (3) This section applies only to an individual if:

29       (a) The employer from whom the individual takes family and medical  
30 leave employs ~~((more than))~~ twenty-five or more employees for each  
31 working day during each of twenty or more calendar workweeks in the  
32 current or preceding calendar year within seventy-five miles of the  
33 employee's worksite; and

34       (b) The individual has been employed for at least ~~((twelve))~~ six  
35 months by that employer, and for at least ~~((one thousand two))~~ six  
36 hundred fifty hours of service with that employer during the previous  
37 ~~((twelve))~~ six-month period.

1 (4) This section shall be enforced by the department of labor and  
2 industries as provided in chapter 49.78 RCW.

3 **Sec. 12.** RCW 49.86.100 and 2007 c 357 s 12 are each amended to  
4 read as follows:

5 If spouses or (~~people involved in a legal relationship established~~  
6 ~~under chapter 26.60 RCW who are~~) domestic partners entitled to leave  
7 under this chapter are employed by the same employer, the employer may  
8 require that spouses or (~~people involved in such a relationship~~  
9 ~~governed by Title 26 RCW~~) domestic partners not take such leave  
10 concurrently if such leave is taken: (1) For the birth or placement of  
11 a child; or (2) for a parent's serious health condition.

12 NEW SECTION. **Sec. 13.** A new section is added to chapter 49.86 RCW  
13 to read as follows:

14 If an individual does not have a spouse or domestic partner, the  
15 individual may designate one person for whom the employee will care if  
16 the designated person has a serious health condition. An employer may  
17 establish a process for an individual to make such a designation within  
18 thirty days of the individual's date of hire. Thereafter, the employer  
19 must permit the individual to make or change such a designation, as  
20 applicable, on an annual basis. If an individual's employer  
21 establishes such a process, the individual must make such a designation  
22 using the employer's process. If an individual's employer does not  
23 establish such a process, the individual may make such a designation  
24 when filing a claim for benefits.

25 **Sec. 14.** RCW 49.86.110 and 2007 c 357 s 13 are each amended to  
26 read as follows:

27 (1) Beginning January 1, 2015, an employer of individuals not  
28 covered by this chapter or a self-employed person, including a sole  
29 proprietor, partner, or joint venturer, may elect coverage under this  
30 chapter for all individuals in its employ for an initial period of not  
31 less than three years or a subsequent period of not less than one year  
32 immediately following another period of coverage. The employer or  
33 self-employed person must file a notice of election in writing with the  
34 (~~director~~) commissioner, as required by the department. The election

1 becomes effective on the date of filing the notice with the  
2 commissioner.

3 (2) An employer or self-employed person who has elected coverage  
4 may withdraw from coverage within thirty days after the end of the  
5 three-year period of coverage, or at such other times as the  
6 ~~((director))~~ commissioner may ~~((prescribe))~~ adopt by rule, by filing  
7 ~~((written))~~ a notice of withdrawal in writing with the ~~((director))~~  
8 commissioner, such withdrawal to take effect not sooner than thirty  
9 days after filing the notice with the commissioner. Within five days  
10 of filing written notice of the withdrawal with the ~~((director))~~  
11 commissioner, an employer must provide written notice of the withdrawal  
12 to all individuals in the employer's employ.

13 (3) The department may cancel elective coverage if the employer or  
14 self-employed person fails to make required payments or reports. The  
15 department may collect due and unpaid premiums and may levy an  
16 additional premium for the remainder of the period of coverage. The  
17 cancellation shall be effective no later than thirty days from the date  
18 of the notice in writing advising the employer or self-employed person  
19 of the cancellation. Within five days of receiving written notice of  
20 the cancellation from the commissioner, an employer must provide  
21 written notice of the cancellation to all individuals in the employer's  
22 employ.

23 (4) In developing and implementing the requirements of this  
24 section, the department shall adopt government efficiencies to improve  
25 administration and reduce costs. These efficiencies may include, but  
26 are not limited to, requiring that payments be made in a manner and at  
27 intervals unique to the elective coverage program.

28 NEW SECTION. Sec. 15. A new section is added to chapter 49.86 RCW  
29 to read as follows:

30 (1) Beginning July 1, 2014, for each individual, each employer  
31 shall pay a premium to the department based on the amount of the  
32 employee's wages. Each employer may deduct from the pay of each  
33 individual one-half of the full amount that the employer is required to  
34 pay for the individual.

35 (2)(a) Beginning July 1, 2014, and ending December 31, 2015, each  
36 employer shall pay a premium to the department of two-tenths of one  
37 percent of the employee's wages.

1 (b) Beginning January 1, 2016, and ending December 31, 2016, each  
2 employer shall pay a premium to the department of four-tenths of one  
3 percent of the employee's wages.

4 (c) By September 1, 2016, and by each subsequent September 1st, the  
5 commissioner shall adjust the amount of the premium to ensure that the  
6 amount is the lowest rate necessary to pay family and medical leave  
7 insurance benefits and administrative costs on a current basis, and  
8 maintain actuarial solvency in accordance with recognized insurance  
9 principles. The adjusted amount of the premium takes effect for the  
10 calendar year beginning after the relevant September 1st.

11 (3) Payments shall be made in the manner and at such intervals as  
12 provided in this chapter and directed by the department, and shall be  
13 deposited in the family and medical leave insurance account. In  
14 developing and implementing the requirements of this section and  
15 section 16 of this act, the department shall adopt government  
16 efficiencies to improve administration and reduce costs. These  
17 efficiencies shall include combined reporting and payment, with a  
18 single return, of premiums under this section and contributions under  
19 chapter 50.24 RCW. In the payment of premiums, a fractional part of a  
20 cent shall be disregarded unless it amounts to one-half cent or more,  
21 in which case it shall be increased to one cent.

22 NEW SECTION. **Sec. 16.** A new section is added to chapter 49.86 RCW  
23 to read as follows:

24 (1) In the form and at the times specified in this chapter and by  
25 the commissioner, an employer shall make reports, furnish information,  
26 and make payments of premiums as required by section 15 of this act to  
27 the department. In developing and implementing the requirements of  
28 this section and section 15 of this act, the department shall adopt  
29 government efficiencies to improve administration and reduce costs.  
30 These efficiencies shall include combined reporting and payment, with  
31 a single return, of premiums under this section and contributions under  
32 chapter 50.24 RCW. If the employer is a temporary help company that  
33 provides employees on a temporary basis to its customers, the temporary  
34 help company is considered the employer for purposes of this section.  
35 However, if the temporary help company fails to remit the required  
36 premiums, the customer to whom the employees were provided is liable  
37 for paying the premiums.

1 (2)(a) An employer must keep at his or her place of business a  
2 record of employment from which the information needed by the  
3 department for purposes of this chapter may be obtained. This record  
4 shall at all times be open to the inspection of the commissioner or  
5 department employees designated by the commissioner.

6 (b) Information obtained from employer records under this chapter  
7 is confidential and not open to public inspection, other than to public  
8 employees in the performance of their official duties. However, an  
9 interested party shall be supplied with information from employer  
10 records to the extent necessary for the proper presentation of the case  
11 in question. An employer may authorize inspection of its records by  
12 written consent.

13 (3) The requirements relating to the assessment and collection of  
14 family and medical leave insurance premiums are the same as the  
15 requirements relating to the assessment and collection of contributions  
16 under Title 50 RCW, including but not limited to penalties, interest,  
17 and department lien rights and collection remedies. These requirements  
18 apply to:

19 (a) An employer that fails under this chapter to make the required  
20 reports, or fails to remit the full amount of the premiums when due;

21 (b) An employer that willfully makes a false statement or  
22 misrepresentation regarding a material fact, or willfully fails to  
23 report a material fact, to avoid making the required reports or  
24 remitting the full amount of the premiums when due under this chapter;

25 (c) A successor in the manner specified in RCW 50.24.210; and

26 (d) An officer, member, or owner having control or supervision of  
27 payment and/or reporting of family and medical leave insurance, or who  
28 is charged with the responsibility for the filing of returns, in the  
29 manner specified in RCW 50.24.230.

30 (4) Notwithstanding subsection (3) of this section, appeals are  
31 governed by RCW 49.86.120.

32 **Sec. 17.** RCW 49.86.120 and 2007 c 357 s 14 are each amended to  
33 read as follows:

34 (1) Except as provided in section 18(1) of this act, a person  
35 ((aggrieved by a decision of the department under this chapter must))  
36 may file a notice of appeal ((with the director)) from any  
37 determination or redetermination made by the department with the

1 commissioner, by mail or personally, within thirty days after the date  
2 on which a copy of the department's decision was (~~communicated to~~)  
3 served on the person. Upon receipt of the notice of appeal, the  
4 (~~director~~) commissioner shall request the assignment of an  
5 administrative law judge in accordance with chapter 34.05 RCW to  
6 conduct a hearing and issue a proposed decision and order. The hearing  
7 shall be conducted in accordance with chapter 34.05 RCW.

8 (2) The administrative law judge's proposed decision and order  
9 shall be final and not subject to further appeal unless, within thirty  
10 days after the decision is (~~communicated to~~) served on the interested  
11 parties, (~~a party petitions for review by the director. If the~~  
12 ~~director's review is timely requested, the director may order~~  
13 ~~additional evidence by the administrative law judge. On the basis of~~  
14 ~~the evidence before the administrative law judge and such additional~~  
15 ~~evidence as the director may order to be taken, the director shall~~  
16 ~~render a decision affirming, modifying, or setting aside the~~  
17 ~~administrative law judge's decision. The director's decision becomes~~  
18 ~~final and not subject to further appeal unless, within thirty days~~  
19 ~~after the decision is communicated to the interested parties,~~) a party  
20 files a petition for judicial review as provided in chapter 34.05 RCW.  
21 (~~The director is a party to any judicial action involving the~~  
22 ~~director's decision and shall be represented in the action by the~~  
23 ~~attorney general.~~)

24 (3) If, upon (~~administrative or~~) judicial review, the final  
25 decision of the applicable department is reversed or modified, (~~the~~  
26 ~~administrative law judge or~~) the court in its discretion may award the  
27 prevailing party, other than the department, reasonable attorneys' fees  
28 and costs (~~to the prevailing party~~). Attorneys' fees and costs owed  
29 by the department, if any, are payable from the family and medical  
30 leave insurance account.

31 NEW SECTION. Sec. 18. A new section is added to chapter 49.86 RCW  
32 to read as follows:

33 (1) A determination of amount of benefits potentially payable  
34 issued under this chapter shall not serve as a basis for appeal under  
35 RCW 49.86.120. However, the determination shall be subject to request  
36 by the individual on family and medical leave for redetermination by  
37 the commissioner at any time within one year from the date of delivery

1 or mailing of such determination, or any redetermination thereof. A  
2 redetermination shall be furnished to the individual in writing and  
3 provide the basis for appeal under RCW 49.86.120.

4 (2) A determination of denial of benefits shall become final, in  
5 the absence of timely appeal therefrom. The commissioner may  
6 redetermine such determinations at any time within one year from  
7 delivery or mailing to correct an error in identity, omission of fact,  
8 or misapplication of law with respect to the facts.

9 (3) A determination of allowance of benefits shall become final, in  
10 the absence of a timely appeal therefrom. The commissioner may  
11 redetermine such allowance at any time within two years following the  
12 application year in which such allowance was made in order to recover  
13 any benefits for which recovery is provided under RCW 49.86.080.

14 (4) A redetermination may be made at any time: (a) To conform to  
15 a final court decision applicable to either an initial determination or  
16 a determination of denial or allowance of benefits; (b) in the event of  
17 a back pay award or settlement affecting the allowance of benefits; or  
18 (c) in the case of misrepresentation or willful failure to report a  
19 material fact. Written notice of any such redetermination shall be  
20 promptly given by mail or delivered to such interested parties as were  
21 notified of the initial determination or determination of denial or  
22 allowance of benefits and any new interested party or parties who,  
23 pursuant to such rule as the commissioner may adopt, would be an  
24 interested party.

25 **Sec. 19.** RCW 49.86.130 and 2007 c 357 s 15 are each amended to  
26 read as follows:

27 (1) An employer, temporary help company, employment agency,  
28 employee organization, or other person may not discharge, expel, or  
29 otherwise discriminate against ~~((a person))~~ an individual because he or  
30 she has filed or communicated to the employer an intent to file a  
31 claim, a complaint, or an appeal, or has testified or is about to  
32 testify or has assisted in any proceeding, under this chapter, at any  
33 time, including during the waiting period described in RCW 49.86.050  
34 and the period in which the ~~((person))~~ individual receives family and  
35 medical leave insurance benefits under this chapter. ~~((This section~~  
36 ~~shall be enforced as provided in RCW 51.48.025.))~~



1       (2) Any individual who believes that he or she has been discharged  
2 or otherwise discriminated against by an employer in violation of this  
3 section may file a complaint with the commissioner alleging  
4 discrimination within ninety days of the date of the alleged violation.  
5 Upon receipt of such complaint, the commissioner shall cause an  
6 investigation to be made as the commissioner deems appropriate. Within  
7 ninety days of the receipt of a complaint filed under this section, the  
8 commissioner shall notify the complainant of his or her determination.  
9 If, upon such investigation, it is determined that this section has  
10 been violated, the commissioner shall bring an action in the superior  
11 court of the county in which the violation is alleged to have occurred.

12       (3) If the commissioner determines that this section has not been  
13 violated, the individual may institute the action on his or her own  
14 behalf.

15       (4) In any action brought under this section, the superior court  
16 shall have jurisdiction, for cause shown, to restrain violations of  
17 subsection (1) of this section and to order all appropriate relief  
18 including rehiring or reinstatement of the individual with back pay.

19       **Sec. 20.** RCW 49.86.140 and 2007 c 357 s 16 are each amended to  
20 read as follows:

21       ~~(1)((a) Leave taken under this chapter must be taken concurrently~~  
22 ~~with any leave taken))~~ If an individual is entitled to employment  
23 protection under this chapter and under the federal family and medical  
24 leave act of 1993 (Act Feb. 5, 1993, P.L. 103-3, 107 Stat. 6) (~~or~~  
25 ~~under)), chapter 49.78 RCW, or other applicable federal, state, or~~  
26 local law, the individual is entitled to employment protection under  
27 the other applicable law most favorable to the individual.

28       ~~((b) An))~~ (2) Except as provided in this subsection, if an  
29 individual is entitled to family and medical leave under this chapter  
30 and under the federal family and medical leave act, chapter 49.78 RCW,  
31 or other applicable federal, state, or local law, the employer may  
32 require that leave (~~taken~~) under this chapter be taken concurrently  
33 (~~or otherwise coordinated~~) with leave (~~allowed~~) under (~~the terms~~  
34 ~~of a collective bargaining agreement or employer policy, as applicable,~~  
35 ~~for the birth or placement of a child))~~ other applicable laws. The  
36 employer must give individuals in its employ written notice of this  
37 requirement. Leave from employment under this chapter is in addition

1 to leave from employment during which benefits are paid or are payable  
2 under Title 51 RCW or other applicable federal or state industrial  
3 insurance laws.

4 (3) In any week in which an individual is earning waiting period  
5 credits or receiving benefits under chapter 7.68 RCW, Title 50 or 51  
6 RCW, or other applicable federal or state crime victims' compensation,  
7 unemployment compensation, industrial insurance, or disability  
8 insurance laws, the individual is disqualified from receiving family  
9 and medical leave insurance benefits under this chapter.

10 (4)(a) Except as provided in this section, this chapter does not  
11 prohibit an employer from negotiating a collective bargaining agreement  
12 or adopting employer policies, as applicable, to coordinate existing  
13 benefits with leave from employment and wage replacement benefits  
14 required under this chapter.

15 ~~((2)(a))~~ (b) This chapter does not diminish an employer's  
16 obligation to comply with a collective bargaining agreement or employer  
17 policy, as applicable, that provides greater ((leave for the birth or  
18 placement of a child)) employment protection, leave from employment, or  
19 wage replacement benefits than under this chapter.

20 ~~((b))~~ (c) An individual's ((right to leave)) rights to employment  
21 protection, leave from employment, and wage replacement benefits under  
22 this chapter may not be diminished by a collective bargaining agreement  
23 entered into or renewed or an employer policy adopted or retained after  
24 ((July 1, 2008)) the effective date of this section. Any agreement by  
25 an individual to waive his or her rights under this chapter is void as  
26 against public policy.

27 (d) If an employer provides wage replacement benefits to an  
28 individual while on family and medical leave through disability  
29 insurance or any other means, the individual may elect whether first to  
30 receive such benefits or receive family and medical leave insurance  
31 benefits under this chapter. An individual may not be required to  
32 receive the individual's wage replacement benefits, if any, before  
33 receiving family and medical leave insurance benefits under this  
34 chapter.

35 **Sec. 21.** RCW 49.86.160 and 2007 c 357 s 18 are each amended to  
36 read as follows:

37 The ~~((director))~~ commissioner may adopt rules as necessary to

1 implement this chapter. In adopting rules, the ~~((director))~~  
2 commissioner shall maintain consistency with the rules adopted to  
3 implement the federal family and medical leave act, and chapter 49.78  
4 RCW, to the extent such rules are not in conflict with this chapter.  
5 The provisions of RCW 34.05.328 do not apply to rules adopted by the  
6 commissioner to implement RCW 49.86.060(1) or section 15(3) of this  
7 act.

8 **Sec. 22.** RCW 49.86.170 and 2009 c 4 s 905 are each amended to read  
9 as follows:

10 The family and medical leave insurance account is created in the  
11 custody of the state treasurer. All receipts from the premiums imposed  
12 under this chapter must be deposited in the account. Expenditures from  
13 the account may be used only for the purposes of the family and medical  
14 leave insurance program. Only the ~~((director of the department of~~  
15 ~~labor and industries))~~ commissioner or the ~~((director's))~~  
16 commissioner's designee may authorize expenditures from the account.  
17 The account is subject to the allotment procedures under chapter 43.88  
18 RCW. An appropriation is required for administrative expenses, but not  
19 for benefit payments. ~~((During the 2007-2009 fiscal biennium, the~~  
20 ~~legislature may transfer from the family leave insurance account to the~~  
21 ~~state general fund such amounts as reflect the excess fund balance of~~  
22 ~~the account.))~~

23 **Sec. 23.** RCW 49.86.180 and 2007 c 357 s 20 are each amended to  
24 read as follows:

25 Whenever, in the judgment of the state investment board, there  
26 shall be in the family and medical leave insurance account funds in  
27 excess of that amount deemed by the state investment board to be  
28 sufficient to meet the current expenditures properly payable therefrom,  
29 the state investment board shall have full power to invest, reinvest,  
30 manage, contract, or sell or exchange investments acquired with such  
31 excess funds in the manner prescribed by RCW 43.84.150, and not  
32 otherwise.

33 **Sec. 24.** RCW 43.79A.040 and 2012 c 198 s 8, 2012 c 196 s 6, 2012  
34 c 187 s 13, and 2012 c 114 s 3 are each reenacted and amended to read  
35 as follows:

1 (1) Money in the treasurer's trust fund may be deposited, invested,  
2 and reinvested by the state treasurer in accordance with RCW 43.84.080  
3 in the same manner and to the same extent as if the money were in the  
4 state treasury, and may be commingled with moneys in the state treasury  
5 for cash management and cash balance purposes.

6 (2) All income received from investment of the treasurer's trust  
7 fund must be set aside in an account in the treasury trust fund to be  
8 known as the investment income account.

9 (3) The investment income account may be utilized for the payment  
10 of purchased banking services on behalf of treasurer's trust funds  
11 including, but not limited to, depository, safekeeping, and  
12 disbursement functions for the state treasurer or affected state  
13 agencies. The investment income account is subject in all respects to  
14 chapter 43.88 RCW, but no appropriation is required for payments to  
15 financial institutions. Payments must occur prior to distribution of  
16 earnings set forth in subsection (4) of this section.

17 (4)(a) Monthly, the state treasurer must distribute the earnings  
18 credited to the investment income account to the state general fund  
19 except under (b), (c), and (d) of this subsection.

20 (b) The following accounts and funds must receive their  
21 proportionate share of earnings based upon each account's or fund's  
22 average daily balance for the period: The Washington promise  
23 scholarship account, the Washington advanced college tuition payment  
24 program account, the accessible communities account, the community and  
25 technical college innovation account, the agricultural local fund, the  
26 American Indian scholarship endowment fund, the foster care scholarship  
27 endowment fund, the foster care endowed scholarship trust fund, the  
28 basic health plan self-insurance reserve account, the contract  
29 harvesting revolving account, the Washington state combined fund drive  
30 account, the commemorative works account, the county enhanced 911  
31 excise tax account, the toll collection account, the developmental  
32 disabilities endowment trust fund, the energy account, the fair fund,  
33 the family and medical leave insurance account, the food animal  
34 veterinarian conditional scholarship account, the fruit and vegetable  
35 inspection account, the future teachers conditional scholarship  
36 account, the game farm alternative account, the GET ready for math and  
37 science scholarship account, the Washington global health technologies  
38 and product development account, the grain inspection revolving fund,

1 the industrial insurance rainy day fund, the juvenile accountability  
2 incentive account, the law enforcement officers' and firefighters' plan  
3 2 expense fund, the local tourism promotion account, the multiagency  
4 permitting team account, the pilotage account, the produce railcar pool  
5 account, the regional transportation investment district account, the  
6 rural rehabilitation account, the stadium and exhibition center  
7 account, the youth athletic facility account, the self-insurance  
8 revolving fund, the children's trust fund, the Washington horse racing  
9 commission Washington bred owners' bonus fund and breeder awards  
10 account, the Washington horse racing commission class C purse fund  
11 account, the individual development account program account, the  
12 Washington horse racing commission operating account (earnings from the  
13 Washington horse racing commission operating account must be credited  
14 to the Washington horse racing commission class C purse fund account),  
15 the life sciences discovery fund, the Washington state heritage center  
16 account, ((and)) the reduced cigarette ignition propensity account, the  
17 center for childhood deafness and hearing loss account, ((and)) the  
18 school for the blind account, the Millersylvania park trust fund, the  
19 public employees' and retirees' insurance reserve fund, and the  
20 radiation perpetual maintenance fund.

21 (c) The following accounts and funds must receive eighty percent of  
22 their proportionate share of earnings based upon each account's or  
23 fund's average daily balance for the period: The advanced right-of-way  
24 revolving fund, the advanced environmental mitigation revolving  
25 account, the federal narcotics asset forfeitures account, the high  
26 occupancy vehicle account, the local rail service assistance account,  
27 and the miscellaneous transportation programs account.

28 (d) Any state agency that has independent authority over accounts  
29 or funds not statutorily required to be held in the custody of the  
30 state treasurer that deposits funds into a fund or account in the  
31 custody of the state treasurer pursuant to an agreement with the office  
32 of the state treasurer shall receive its proportionate share of  
33 earnings based upon each account's or fund's average daily balance for  
34 the period.

35 (5) In conformance with Article II, section 37 of the state  
36 Constitution, no trust accounts or funds shall be allocated earnings  
37 without the specific affirmative directive of this section.

1       **Sec. 25.** RCW 49.86.210 and 2011 1st sp.s. c 25 s 2 are each  
2 amended to read as follows:

3       Beginning ((~~September~~)) December 1, 2016, the department shall  
4 report to the legislature by ((~~September~~)) December 1st of each year on  
5 projected and actual program participation, premium rates, fund  
6 balances, benefits paid, information on program participants, costs of  
7 providing benefits, and outreach efforts.

8       **Sec. 26.** RCW 50.29.021 and 2011 c 4 s 14 are each amended to read  
9 as follows:

10       (1) This section applies to benefits charged to the experience  
11 rating accounts of employers for claims that have an effective date on  
12 or after January 4, 2004.

13       (2)(a) An experience rating account shall be established and  
14 maintained for each employer, except employers as described in RCW  
15 50.44.010, 50.44.030, and 50.50.030 who have properly elected to make  
16 payments in lieu of contributions, taxable local government employers  
17 as described in RCW 50.44.035, and those employers who are required to  
18 make payments in lieu of contributions, based on existing records of  
19 the employment security department.

20       (b) Benefits paid to an eligible individual shall be charged to the  
21 experience rating accounts of each of such individual's employers  
22 during the individual's base year in the same ratio that the wages paid  
23 by each employer to the individual during the base year bear to the  
24 wages paid by all employers to that individual during that base year,  
25 except as otherwise provided in this section.

26       (c) When the eligible individual's separating employer is a covered  
27 contribution paying base year employer, benefits paid to the eligible  
28 individual shall be charged to the experience rating account of only  
29 the individual's separating employer if the individual qualifies for  
30 benefits under:

31       (i) RCW 50.20.050 (1)(b)(i) or (2)(b)(i), as applicable, and became  
32 unemployed after having worked and earned wages in the bona fide work;  
33 or

34       (ii) RCW 50.20.050 (1)(b) (v) through (x) or (2)(b) (v) through  
35 (x).

36       (3) The legislature finds that certain benefit payments, in whole  
37 or in part, should not be charged to the experience rating accounts of

1 employers except those employers described in RCW 50.44.010, 50.44.030,  
2 and 50.50.030 who have properly elected to make payments in lieu of  
3 contributions, taxable local government employers described in RCW  
4 50.44.035, and those employers who are required to make payments in  
5 lieu of contributions, as follows:

6 (a) Benefits paid to any individual later determined to be  
7 ineligible shall not be charged to the experience rating account of any  
8 contribution paying employer. However, when a benefit claim becomes  
9 invalid due to an amendment or adjustment of a report where the  
10 employer failed to report or inaccurately reported hours worked or  
11 remuneration paid, or both, all benefits paid will be charged to the  
12 experience rating account of the contribution paying employer or  
13 employers that originally filed the incomplete or inaccurate report or  
14 reports. An employer who reimburses the trust fund for benefits paid  
15 to workers and who fails to report or inaccurately reported hours  
16 worked or remuneration paid, or both, shall reimburse the trust fund  
17 for all benefits paid that are based on the originally filed incomplete  
18 or inaccurate report or reports.

19 (b) Benefits paid to an individual filing under the provisions of  
20 chapter 50.06 RCW shall not be charged to the experience rating account  
21 of any contribution paying employer only if:

22 (i) The individual files under RCW 50.06.020(1) after receiving  
23 crime victims' compensation for a disability resulting from a nonwork-  
24 related occurrence; or

25 (ii) The individual files under RCW 50.06.020(2).

26 (c) Benefits paid which represent the state's share of benefits  
27 payable as extended benefits defined under RCW 50.22.010(6) shall not  
28 be charged to the experience rating account of any contribution paying  
29 employer.

30 (d) In the case of individuals who requalify for benefits under RCW  
31 50.20.050 or 50.20.060, benefits based on wage credits earned prior to  
32 the disqualifying separation shall not be charged to the experience  
33 rating account of the contribution paying employer from whom that  
34 separation took place.

35 (e) Benefits paid to an individual who qualifies for benefits under  
36 RCW 50.20.050 (1)(b) (iv) or (xi) or (2)(b) (iv) or (xi), as  
37 applicable, shall not be charged to the experience rating account of  
38 any contribution paying employer.

1 (f) With respect to claims with an effective date on or after the  
2 first Sunday following April 22, 2005, benefits paid that exceed the  
3 benefits that would have been paid if the weekly benefit amount for the  
4 claim had been determined as one percent of the total wages paid in the  
5 individual's base year shall not be charged to the experience rating  
6 account of any contribution paying employer. This subsection (3)(f)  
7 does not apply to the calculation of contribution rates under RCW  
8 50.29.025 for rate year 2010 and thereafter.

9 (g) The forty-five dollar increase paid as part of an individual's  
10 weekly benefit amount as provided in RCW 50.20.1201 and the twenty-five  
11 dollar increase paid as part of an individual's weekly benefit amount  
12 as provided in RCW 50.20.1202 shall not be charged to the experience  
13 rating account of any contribution paying employer.

14 (h) With respect to claims where the minimum amount payable weekly  
15 is increased to one hundred fifty-five dollars pursuant to RCW  
16 50.20.1201(3), benefits paid that exceed the benefits that would have  
17 been paid if the minimum amount payable weekly had been calculated  
18 pursuant to RCW 50.20.120 shall not be charged to the experience rating  
19 account of any contribution paying employer.

20 (i) Upon approval of an individual's training benefits plan  
21 submitted in accordance with RCW 50.22.155(2), an individual is  
22 considered enrolled in training, and regular benefits beginning with  
23 the week of approval shall not be charged to the experience rating  
24 account of any contribution paying employer.

25 (j) Training benefits paid to an individual under RCW 50.22.155  
26 shall not be charged to the experience rating account of any  
27 contribution paying employer.

28 (4)(a) A contribution paying base year employer, not otherwise  
29 eligible for relief of charges for benefits under this section, may  
30 receive such relief if the benefit charges result from payment to an  
31 individual who:

32 (i) Last left the employ of such employer voluntarily for reasons  
33 not attributable to the employer;

34 (ii) Was discharged for misconduct or gross misconduct connected  
35 with his or her work not a result of inability to meet the minimum job  
36 requirements;

37 (iii) Is unemployed as a result of closure or severe curtailment of



1 operation at the employer's plant, building, worksite, or other  
2 facility. This closure must be for reasons directly attributable to a  
3 catastrophic occurrence such as fire, flood, or other natural disaster;

4 (iv) Continues to be employed on a regularly scheduled permanent  
5 part-time basis by a base year employer and who at some time during the  
6 base year was concurrently employed and subsequently separated from at  
7 least one other base year employer. Benefit charge relief ceases when  
8 the employment relationship between the employer requesting relief and  
9 the claimant is terminated. This subsection does not apply to shared  
10 work employers under chapter (~~(50.06-50.60)~~) 50.60 RCW; (~~(or)~~)

11 (v) Was hired to replace an employee who is a member of the  
12 military reserves or National Guard and was called to federal active  
13 military service by the president of the United States and is  
14 subsequently laid off when that employee is reemployed by their  
15 employer upon release from active duty within the time provided for  
16 reemployment in RCW 73.16.035; or

17 (vi) Worked for an employer for fifteen weeks or less, and was laid  
18 off at the end of temporary employment when that individual temporarily  
19 replaced a permanent employee receiving family and medical leave  
20 insurance benefits under chapter 49.86 RCW, and the layoff is due to  
21 the return of that permanent employee. This subsection applies to  
22 claims with an effective date on or after July 5, 2015.

23 (b) The employer requesting relief of charges under this subsection  
24 must request relief in writing within thirty days following mailing to  
25 the last known address of the notification of the valid initial  
26 determination of such claim, stating the date and reason for the  
27 separation or the circumstances of continued employment. The  
28 commissioner, upon investigation of the request, shall determine  
29 whether relief should be granted.

30 NEW SECTION. Sec. 27. A new section is added to chapter 82.04 RCW  
31 to read as follows:

32 In computing the tax imposed under this chapter, a credit is  
33 allowed for an employer with fewer than fifty employees for each  
34 working day during each of twenty or more calendar workweeks in the  
35 current or preceding calendar year within seventy-five miles of the  
36 employee's worksite. The credit is allowed during the first twenty-  
37 four months following the hire date of the employer's first employee.

1 The credit is equal to the full amount of premium paid to the  
2 department for an individual, less any amount deducted from the pay of  
3 the individual. The credit may not exceed the tax otherwise due under  
4 this chapter for the tax reporting period. Unused credit may not be  
5 carried over to be credited against taxes incurred in subsequent tax  
6 reporting periods. The total amount of all credits allowed under this  
7 section for an employer may not exceed one thousand dollars. No  
8 refunds may be granted for credits under this section.

9 **Sec. 28.** RCW 34.05.328 and 2011 c 298 s 21 and 2011 c 149 s 1 are  
10 each reenacted and amended to read as follows:

11 (1) Before adopting a rule described in subsection (5) of this  
12 section, an agency must:

13 (a) Clearly state in detail the general goals and specific  
14 objectives of the statute that the rule implements;

15 (b) Determine that the rule is needed to achieve the general goals  
16 and specific objectives stated under (a) of this subsection, and  
17 analyze alternatives to rule making and the consequences of not  
18 adopting the rule;

19 (c) Provide notification in the notice of proposed rule making  
20 under RCW 34.05.320 that a preliminary cost-benefit analysis is  
21 available. The preliminary cost-benefit analysis must fulfill the  
22 requirements of the cost-benefit analysis under (d) of this subsection.  
23 If the agency files a supplemental notice under RCW 34.05.340, the  
24 supplemental notice must include notification that a revised  
25 preliminary cost-benefit analysis is available. A final cost-benefit  
26 analysis must be available when the rule is adopted under RCW  
27 34.05.360;

28 (d) Determine that the probable benefits of the rule are greater  
29 than its probable costs, taking into account both the qualitative and  
30 quantitative benefits and costs and the specific directives of the  
31 statute being implemented;

32 (e) Determine, after considering alternative versions of the rule  
33 and the analysis required under (b), (c), and (d) of this subsection,  
34 that the rule being adopted is the least burdensome alternative for  
35 those required to comply with it that will achieve the general goals  
36 and specific objectives stated under (a) of this subsection;

1 (f) Determine that the rule does not require those to whom it  
2 applies to take an action that violates requirements of another federal  
3 or state law;

4 (g) Determine that the rule does not impose more stringent  
5 performance requirements on private entities than on public entities  
6 unless required to do so by federal or state law;

7 (h) Determine if the rule differs from any federal regulation or  
8 statute applicable to the same activity or subject matter and, if so,  
9 determine that the difference is justified by the following:

10 (i) A state statute that explicitly allows the agency to differ  
11 from federal standards; or

12 (ii) Substantial evidence that the difference is necessary to  
13 achieve the general goals and specific objectives stated under (a) of  
14 this subsection; and

15 (i) Coordinate the rule, to the maximum extent practicable, with  
16 other federal, state, and local laws applicable to the same activity or  
17 subject matter.

18 (2) In making its determinations pursuant to subsection (1)(b)  
19 through (h) of this section, the agency must place in the rule-making  
20 file documentation of sufficient quantity and quality so as to persuade  
21 a reasonable person that the determinations are justified.

22 (3) Before adopting rules described in subsection (5) of this  
23 section, an agency must place in the rule-making file a rule  
24 implementation plan for rules filed under each adopting order. The  
25 plan must describe how the agency intends to:

26 (a) Implement and enforce the rule, including a description of the  
27 resources the agency intends to use;

28 (b) Inform and educate affected persons about the rule;

29 (c) Promote and assist voluntary compliance; and

30 (d) Evaluate whether the rule achieves the purpose for which it was  
31 adopted, including, to the maximum extent practicable, the use of  
32 interim milestones to assess progress and the use of objectively  
33 measurable outcomes.

34 (4) After adopting a rule described in subsection (5) of this  
35 section regulating the same activity or subject matter as another  
36 provision of federal or state law, an agency must do all of the  
37 following:

1 (a) Coordinate implementation and enforcement of the rule with the  
2 other federal and state entities regulating the same activity or  
3 subject matter by making every effort to do one or more of the  
4 following:

- 5 (i) Deferring to the other entity;
- 6 (ii) Designating a lead agency; or
- 7 (iii) Entering into an agreement with the other entities specifying  
8 how the agency and entities will coordinate implementation and  
9 enforcement.

10 If the agency is unable to comply with this subsection (4)(a), the  
11 agency must report to the legislature pursuant to (b) of this  
12 subsection;

13 (b) Report to the joint administrative rules review committee:

14 (i) The existence of any overlap or duplication of other federal or  
15 state laws, any differences from federal law, and any known overlap,  
16 duplication, or conflict with local laws; and

17 (ii) Make recommendations for any legislation that may be necessary  
18 to eliminate or mitigate any adverse effects of such overlap,  
19 duplication, or difference.

20 (5)(a) Except as provided in (b) of this subsection, this section  
21 applies to:

22 (i) Significant legislative rules of the departments of ecology,  
23 labor and industries, health, revenue, social and health services, and  
24 natural resources, the employment security department, the forest  
25 practices board, the office of the insurance commissioner, and to the  
26 legislative rules of the department of fish and wildlife implementing  
27 chapter 77.55 RCW; and

28 (ii) Any rule of any agency, if this section is voluntarily made  
29 applicable to the rule by the agency, or is made applicable to the rule  
30 by a majority vote of the joint administrative rules review committee  
31 within forty-five days of receiving the notice of proposed rule making  
32 under RCW 34.05.320.

33 (b) This section does not apply to:

34 (i) Emergency rules adopted under RCW 34.05.350;  
35 (ii) Rules relating only to internal governmental operations that  
36 are not subject to violation by a nongovernment party;

37 (iii) Rules adopting or incorporating by reference without material  
38 change federal statutes or regulations, Washington state statutes,

1 rules of other Washington state agencies, shoreline master programs  
2 other than those programs governing shorelines of statewide  
3 significance, or, as referenced by Washington state law, national  
4 consensus codes that generally establish industry standards, if the  
5 material adopted or incorporated regulates the same subject matter and  
6 conduct as the adopting or incorporating rule;

7 (iv) Rules that only correct typographical errors, make address or  
8 name changes, or clarify language of a rule without changing its  
9 effect;

10 (v) Rules the content of which is explicitly and specifically  
11 dictated by statute;

12 (vi) Rules that set or adjust fees under the authority of RCW  
13 19.02.075 or that set or adjust fees or rates pursuant to legislative  
14 standards, including fees set or adjusted under the authority of RCW  
15 19.80.045;

16 (vii) Rules of the department of social and health services  
17 relating only to client medical or financial eligibility and rules  
18 concerning liability for care of dependents; (~~(e)~~)

19 (viii) Rules of the department of revenue that adopt a uniform  
20 expiration date for reseller permits as authorized in RCW 82.32.780 and  
21 82.32.783; or

22 (ix) Rules of the employment security department to implement RCW  
23 49.86.060(1) or section 15(3) of this act.

24 (c) For purposes of this subsection:

25 (i) A "procedural rule" is a rule that adopts, amends, or repeals  
26 (A) any procedure, practice, or requirement relating to any agency  
27 hearings; (B) any filing or related process requirement for making  
28 application to an agency for a license or permit; or (C) any policy  
29 statement pertaining to the consistent internal operations of an  
30 agency.

31 (ii) An "interpretive rule" is a rule, the violation of which does  
32 not subject a person to a penalty or sanction, that sets forth the  
33 agency's interpretation of statutory provisions it administers.

34 (iii) A "significant legislative rule" is a rule other than a  
35 procedural or interpretive rule that (A) adopts substantive provisions  
36 of law pursuant to delegated legislative authority, the violation of  
37 which subjects a violator of such rule to a penalty or sanction; (B)  
38 establishes, alters, or revokes any qualification or standard for the

1 issuance, suspension, or revocation of a license or permit; or (C)  
2 adopts a new, or makes significant amendments to, a policy or  
3 regulatory program.

4 (d) In the notice of proposed rule making under RCW 34.05.320, an  
5 agency must state whether this section applies to the proposed rule  
6 pursuant to (a)(i) of this subsection, or if the agency will apply this  
7 section voluntarily.

8 (6) By January 31, 1996, and by January 31st of each even-numbered  
9 year thereafter, the office of regulatory assistance, after consulting  
10 with state agencies, counties, and cities, and business, labor, and  
11 environmental organizations, must report to the governor and the  
12 legislature regarding the effects of this section on the regulatory  
13 system in this state. The report must document:

14 (a) The rules proposed to which this section applied and to the  
15 extent possible, how compliance with this section affected the  
16 substance of the rule, if any, that the agency ultimately adopted;

17 (b) The costs incurred by state agencies in complying with this  
18 section;

19 (c) Any legal action maintained based upon the alleged failure of  
20 any agency to comply with this section, the costs to the state of such  
21 action, and the result;

22 (d) The extent to which this section has adversely affected the  
23 capacity of agencies to fulfill their legislatively prescribed mission;

24 (e) The extent to which this section has improved the acceptability  
25 of state rules to those regulated; and

26 (f) Any other information considered by the office of financial  
27 management to be useful in evaluating the effect of this section.

28 NEW SECTION. **Sec. 29.** If any provision of this act or its  
29 application to any person or circumstance is held invalid, the  
30 remainder of the act or the application of the provision to other  
31 persons or circumstances is not affected.

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