
SUBSTITUTE HOUSE BILL 2230

State of Washington

63rd Legislature

2014 Regular Session

By House Labor & Workforce Development (originally sponsored by Representatives Sells, Moscoso, and Ryu)

READ FIRST TIME 02/05/14.

1 AN ACT Relating to requiring employers to reimburse employees for
2 work-related expenses; and adding a new section to chapter 49.12 RCW.

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

4 NEW SECTION. **Sec. 1.** A new section is added to chapter 49.12 RCW
5 to read as follows:

6 (1) An employer shall reimburse his or her employee for the cost of
7 any cell phone and cell phone plan if the employer requires the
8 employee to use a cell phone in the discharge of the employee's duties.

9 (2) If an employer does not reimburse the employee as required
10 under this section, the employee may bring a civil cause of action. If
11 the employee prevails, the court shall award the employee reasonable
12 attorneys' fees and costs incurred to enforce this section. Awards
13 carry interest at the same rate as civil judgments under RCW 4.56.110.
14 Interest accrues from the date on which the employee incurred the
15 necessary business expense.

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