
SUBSTITUTE HOUSE BILL 1211

State of Washington

64th Legislature

2015 Regular Session

By House Labor (originally sponsored by Representatives G. Hunt, Reykdal, Sawyer, Manweller, Vick, S. Hunt, and Buys)

READ FIRST TIME 02/12/15.

1 AN ACT Relating to fees and costs related to methods of wage
2 payment; and amending RCW 49.48.010.

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

4 **Sec. 1.** RCW 49.48.010 and 2010 c 8 s 12047 are each amended to
5 read as follows:

6 (1) When any employee shall cease to work for an employer,
7 whether by discharge or by voluntary withdrawal, the wages due him or
8 her on account of his or her employment shall be paid to him or her
9 at the end of the established pay period: PROVIDED, HOWEVER, That
10 this (~~paragraph~~) subsection shall not apply when workers are
11 engaged in an employment that normally involves working for several
12 employers in the same industry interchangeably, and the several
13 employers or some of them cooperate to establish a plan for the
14 weekly payment of wages at a central place or places and in
15 accordance with a unified schedule of paydays providing for at least
16 one payday each week; but this subsection shall not apply to any such
17 plan until ten days after notice of their intention to set up such a
18 plan shall have been given to the director of labor and industries by
19 the employers who cooperate to establish the plan; and having once
20 been established, no such plan can be abandoned except after notice
21 of their intention to abandon such plan has been given to the

1 director of labor and industries by the employers intending to
2 abandon the plan: PROVIDED FURTHER, That the duty to pay an employee
3 forthwith shall not apply if the labor-management agreement under
4 which the employee has been employed provides otherwise.

5 (2)(a) It shall be unlawful for any employer to withhold or
6 divert any portion of an employee's wages unless the deduction is:

7 ~~((1))~~ (i) Required by state or federal law; or

8 ~~((2))~~ (ii) Specifically agreed upon orally or in writing by the
9 employee and employer; or

10 ~~((3))~~ (iii) For medical, surgical, or hospital care or service,
11 pursuant to any rule or regulation: PROVIDED, HOWEVER, That the
12 deduction is openly, clearly, and in due course recorded in the
13 employer's books and records.

14 ~~((Paragraph three))~~ Subsection (2)(a) of this section shall not
15 be construed to affect the right of any employer or former employer
16 to sue upon or collect any debt owed to said employer or former
17 employer by his or her employees or former employees.

18 (b) An employer must offer a method of wage payment that allows
19 an employee to obtain any part of or all of his or her wages in legal
20 tender of the United States without any fees or costs for the
21 transaction. The following are not fees or costs under this
22 subsection:

23 (i) A check-cashing fee imposed by a person or entity other than
24 the employer;

25 (ii) A fee or cost imposed by a person or entity other than the
26 employer, or other than a person or entity engaged by the employer,
27 for purposes of direct deposit of wages in an institution of the
28 employee's choosing and at the employee's request.

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