
Labor & Workplace Standards Committee

HB 2304

Brief Description: Concerning shared leave and industrial insurance benefits.

Sponsors: Representatives Doglio and Dolan.

Brief Summary of Bill

- Removes the requirement that an employee pursue and be found ineligible for industrial insurance wage benefits for shared leave eligibility.
- Specifies that an employee receiving both types of benefits not receive more than their full salary.

Hearing Date: 1/13/20

Staff: Lily Smith (786-7175).

Background:

Industrial insurance provides partial wage replacement benefits to workers injured in the course of their employment, in the form of monthly temporary time-loss or permanent total disability benefits. The amount of benefits is based on the worker's preinjury wages and depends on the worker's marital status and number of children.

The Shared Leave Program allows state employees to provide annual leave, sick leave, or personal holidays to fellow state employees experiencing circumstances that may cause them to take leave without pay or terminate their employment. Circumstances include illness or injury of the employee or a household member, domestic violence, or a call to military service. Employees must diligently pursue and be found ineligible for industrial insurance wage replacement benefits to be eligible for shared leave.

Summary of Bill:

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

The requirement that an employee diligently pursue and be found ineligible for industrial insurance wage replacement benefits is removed. An employee receiving wage replacement benefits may not receive more than their base salary as a result of receiving shared leave.

Appropriation: None.

Fiscal Note: Requested on January 9, 2020.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.