
SENATE BILL 5649

State of Washington

67th Legislature

2022 Regular Session

By Senators Robinson, Conway, Lovick, Randall, and C. Wilson

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1 AN ACT Relating to modifying the Washington state paid family and
2 medical leave act; amending RCW 50A.05.010, 50A.05.090, 50A.15.020,
3 and 50A.25.020; adding a new section to chapter 50A.15 RCW; and
4 providing an expiration date.

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

6 **Sec. 1.** RCW 50A.05.010 and 2021 c 232 s 2 are each amended to
7 read as follows:

8 Unless the context clearly requires otherwise, the definitions in
9 this section apply throughout this title.

10 (1) (a) "Casual labor" means work that:

11 (i) Is performed infrequently and irregularly; and

12 (ii) If performed for an employer, does not promote or advance
13 the employer's customary trade or business.

14 (b) For purposes of casual labor:

15 (i) "Infrequently" means work performed twelve or fewer times per
16 calendar quarter; and

17 (ii) "Irregularly" means work performed not on a consistent
18 cadence.

19 (2) "Child" includes a biological, adopted, or foster child, a
20 stepchild, a child's spouse, or a child to whom the employee stands

1 in loco parentis, is a legal guardian, or is a de facto parent,
2 regardless of age or dependency status.

3 (3) "Commissioner" means the commissioner of the department or
4 the commissioner's designee.

5 (4) "Department" means the employment security department.

6 (5) (a) "Employee" means an individual who is in the employment of
7 an employer.

8 (b) "Employee" does not include employees of the United States of
9 America.

10 (6) "Employee's average weekly wage" means the quotient derived
11 by dividing the employee's total wages during the two quarters of the
12 employee's qualifying period in which total wages were highest by
13 twenty-six. If the result is not a multiple of one dollar, the
14 department must round the result to the next lower multiple of one
15 dollar.

16 (7) (a) "Employer" means: (i) Any individual or type of
17 organization, including any partnership, association, trust, estate,
18 joint stock company, insurance company, limited liability company, or
19 corporation, whether domestic or foreign, or the receiver, trustee in
20 bankruptcy, trustee, or the legal representative of a deceased
21 person, having any person in employment or, having become an
22 employer, has not ceased to be an employer as provided in this title;
23 (ii) the state, state institutions, and state agencies; and (iii) any
24 unit of local government including, but not limited to, a county,
25 city, town, municipal corporation, quasi-municipal corporation, or
26 political subdivision.

27 (b) "Employer" does not include the United States of America.

28 (8) (a) "Employment" means personal service, of whatever nature,
29 unlimited by the relationship of master and servant as known to the
30 common law or any other legal relationship performed for wages or
31 under any contract calling for the performance of personal services,
32 written or oral, express or implied. The term "employment" includes
33 an individual's entire service performed within or without or both
34 within and without this state, if:

35 (i) The service is localized in this state; or

36 (ii) The service is not localized in any state, but some of the
37 service is performed in this state; and

38 (A) The base of operations of the employee is in the state, or if
39 there is no base of operations, then the place from which such
40 service is directed or controlled is in this state; or

1 (B) The base of operations or place from which such service is
2 directed or controlled is not in any state in which some part of the
3 service is performed, but the individual's residence is in this
4 state.

5 (b) "Employment" does not include:

6 (i) Self-employed individuals;

7 (ii) Casual labor;

8 (iii) Services for remuneration when it is shown to the
9 satisfaction of the commissioner that:

10 (A) (I) Such individual has been and will continue to be free from
11 control or direction over the performance of such service, both under
12 his or her contract of service and in fact; and

13 (II) Such service is either outside the usual course of business
14 for which such service is performed, or that such service is
15 performed outside of all the places of business of the enterprises
16 for which such service is performed; and

17 (III) Such individual is customarily engaged in an independently
18 established trade, occupation, profession, or business, of the same
19 nature as that involved in the contract of service; or

20 (B) As a separate alternative:

21 (I) Such individual has been and will continue to be free from
22 control or direction over the performance of such service, both under
23 his or her contract of service and in fact; and

24 (II) Such service is either outside the usual course of business
25 for which such service is performed, or that such service is
26 performed outside of all the places of business of the enterprises
27 for which such service is performed, or the individual is
28 responsible, both under the contract and in fact, for the costs of
29 the principal place of business from which the service is performed;
30 and

31 (III) Such individual is customarily engaged in an independently
32 established trade, occupation, profession, or business, of the same
33 nature as that involved in the contract of service, or such
34 individual has a principal place of business for the work the
35 individual is conducting that is eligible for a business deduction
36 for federal income tax purposes; and

37 (IV) On the effective date of the contract of service, such
38 individual is responsible for filing at the next applicable filing
39 period, both under the contract of service and in fact, a schedule of

1 expenses with the internal revenue service for the type of business
2 the individual is conducting; and

3 (V) On the effective date of the contract of service, or within a
4 reasonable period after the effective date of the contract, such
5 individual has established an account with the department of revenue,
6 and other state agencies as required by the particular case, for the
7 business the individual is conducting for the payment of all state
8 taxes normally paid by employers and businesses and has registered
9 for and received a unified business identifier number from the state
10 of Washington; and

11 (VI) On the effective date of the contract of service, such
12 individual is maintaining a separate set of books or records that
13 reflect all items of income and expenses of the business which the
14 individual is conducting; or

15 (iv) Services that require registration under chapter 18.27 RCW
16 or licensing under chapter 19.28 RCW rendered by an individual when:

17 (A) The individual has been and will continue to be free from
18 control or direction over the performance of the service, both under
19 the contract of service and in fact;

20 (B) The service is either outside the usual course of business
21 for which the service is performed, or the service is performed
22 outside of all the places of business of the enterprise for which the
23 service is performed, or the individual is responsible, both under
24 the contract and in fact, for the costs of the principal place of
25 business from which the service is performed;

26 (C) The individual is customarily engaged in an independently
27 established trade, occupation, profession, or business, of the same
28 nature as that involved in the contract of service, or the individual
29 has a principal place of business for the business the individual is
30 conducting that is eligible for a business deduction for federal
31 income tax purposes, other than that furnished by the employer for
32 which the business has contracted to furnish services;

33 (D) On the effective date of the contract of service, the
34 individual is responsible for filing at the next applicable filing
35 period, both under the contract of service and in fact, a schedule of
36 expenses with the internal revenue service for the type of business
37 the individual is conducting;

38 (E) On the effective date of the contract of service, or within a
39 reasonable period after the effective date of the contract, the
40 individual has an active and valid certificate of registration with

1 the department of revenue, and an active and valid account with any
2 other state agencies as required by the particular case, for the
3 business the individual is conducting for the payment of all state
4 taxes normally paid by employers and businesses and has registered
5 for and received a unified business identifier number from the state
6 of Washington;

7 (F) On the effective date of the contract of service, the
8 individual is maintaining a separate set of books or records that
9 reflect all items of income and expenses of the business that the
10 individual is conducting; and

11 (G) On the effective date of the contract of service, the
12 individual has a valid contractor registration pursuant to chapter
13 18.27 RCW or an electrical contractor license pursuant to chapter
14 19.28 RCW.

15 (9) "Employment benefits" means all benefits provided or made
16 available to employees by an employer, including group life
17 insurance, health insurance, disability insurance, sick leave, annual
18 leave, educational benefits, and pensions.

19 (10) "Family leave" means any leave taken by an employee from
20 work:

21 (a) To participate in providing care, including physical or
22 psychological care, for a family member of the employee made
23 necessary by a serious health condition of the family member;

24 (b) To bond with the employee's child during the first twelve
25 months after the child's birth, or the first twelve months after the
26 placement of a child under the age of eighteen with the employee;
27 ((~~or~~))

28 (c) Because of any qualifying exigency as permitted under the
29 federal family and medical leave act, 29 U.S.C. Sec. 2612(a)(1)(E)
30 and 29 C.F.R. Sec. 825.126(b)(1) through (9), as they existed on
31 October 19, 2017, for family members as defined in subsection (11) of
32 this section;

33 (d) For up to 14 calendar days following the death of the family
34 member for whom the employee was approved to provide care for under
35 (a) of this subsection; or

36 (e) For up to 14 calendar days following the postnatal death or
37 stillbirth of the employee's child for whose birth the employee was
38 approved for medical leave or would have qualified for medical leave
39 under subsection (23)(a)(ii)(B) of this section.

1 (11) "Family member" means a child, grandchild, grandparent,
2 parent, sibling, or spouse of an employee, and also includes any
3 individual who regularly resides in the employee's home or where the
4 relationship creates an expectation that the employee care for the
5 person, and that individual depends on the employee for care. "Family
6 member" includes any individual who regularly resides in the
7 employee's home, except that it does not include an individual who
8 simply resides in the same home with no expectation that the employee
9 care for the individual.

10 (12) "Grandchild" means a child of the employee's child.

11 (13) "Grandparent" means a parent of the employee's parent.

12 (14) "Health care provider" means: (a) A person licensed as a
13 physician under chapter 18.71 RCW or an osteopathic physician and
14 surgeon under chapter 18.57 RCW; (b) a person licensed as an advanced
15 registered nurse practitioner under chapter 18.79 RCW; or (c) any
16 other person determined by the commissioner to be capable of
17 providing health care services.

18 (15) "Medical leave" means any leave taken by an employee from
19 work made necessary by the employee's own serious health condition.

20 (16) "Paid time off" includes vacation leave, personal leave,
21 medical leave, sick leave, compensatory leave, or any other paid
22 leave offered by an employer under the employer's established policy.

23 (17) "Parent" means the biological, adoptive, de facto, or foster
24 parent, stepparent, or legal guardian of an employee or the
25 employee's spouse, or an individual who stood in loco parentis to an
26 employee when the employee was a child.

27 (18) "Period of incapacity" means an inability to work, attend
28 school, or perform other regular daily activities because of a
29 serious health condition, treatment of that condition or recovery
30 from it, or subsequent treatment in connection with such inpatient
31 care.

32 (19) "Postnatal" means the first six weeks after birth.

33 (20) "Premium" or "premiums" means the payments required by RCW
34 50A.10.030 and paid to the department for deposit in the family and
35 medical leave insurance account under RCW 50A.05.070.

36 ~~((20))~~ (21) "Qualifying period" means the first four of the
37 last five completed calendar quarters or, if eligibility is not
38 established, the last four completed calendar quarters immediately
39 preceding the application for leave.

1 (~~(21)~~) (22)(a) "Remuneration" means all compensation paid for
2 personal services including commissions and bonuses and the cash
3 value of all compensation paid in any medium other than cash.

4 (b) Previously accrued compensation, other than severance pay or
5 payments received pursuant to plant closure agreements, when assigned
6 to a specific period of time by virtue of a collective bargaining
7 agreement, individual employment contract, customary trade practice,
8 or request of the individual compensated, is considered remuneration
9 for the period to which it is assigned. Assignment clearly occurs
10 when the compensation serves to make the individual eligible for all
11 regular fringe benefits for the period to which the compensation is
12 assigned.

13 (c) Remuneration also includes settlements or other proceeds
14 received by an individual as a result of a negotiated settlement for
15 termination of an individual written employment contract prior to its
16 expiration date. The proceeds are deemed assigned in the same
17 intervals and in the same amount for each interval as compensation
18 was allocated under the contract.

19 (d) Remuneration does not include:

20 (i) The payment of tips;

21 (ii) Supplemental benefit payments made by an employer to an
22 employee in addition to any paid family or medical leave benefits
23 received by the employee; or

24 (iii) Payments to members of the armed forces of the United
25 States, including the organized militia of the state of Washington,
26 for the performance of duty for periods not exceeding seventy-two
27 hours at a time.

28 (~~(22)~~) (23)(a) "Serious health condition" means an illness,
29 injury, impairment, or physical or mental condition that involves:

30 (i) Inpatient care in a hospital, hospice, or residential medical
31 care facility, including any period of incapacity; or

32 (ii) Continuing treatment by a health care provider. A serious
33 health condition involving continuing treatment by a health care
34 provider includes any one or more of the following:

35 (A) A period of incapacity of more than three consecutive, full
36 calendar days, and any subsequent treatment or period of incapacity
37 relating to the same condition, that also involves:

38 (I) Treatment two or more times, within thirty days of the first
39 day of incapacity, unless extenuating circumstances exist, by a
40 health care provider, by a nurse or physician's assistant under

1 direct supervision of a health care provider, or by a provider of
2 health care services, such as a physical therapist, under orders of,
3 or on referral by, a health care provider; or

4 (II) Treatment by a health care provider on at least one occasion
5 which results in a regimen of continuing treatment under the
6 supervision of the health care provider;

7 (B) Any period of incapacity due to pregnancy, or for prenatal
8 care;

9 (C) Any period of incapacity or treatment for such incapacity due
10 to a chronic serious health condition. A chronic serious health
11 condition is one which:

12 (I) Requires periodic visits, defined as at least twice a year,
13 for treatment by a health care provider, or by a nurse under direct
14 supervision of a health care provider;

15 (II) Continues over an extended period of time, including
16 recurring episodes of a single underlying condition; and

17 (III) May cause episodic rather than a continuing period of
18 incapacity, including asthma, diabetes, and epilepsy;

19 (D) A period of incapacity which is permanent or long term due to
20 a condition for which treatment may not be effective. The employee or
21 family member must be under the continuing supervision of, but need
22 not be receiving active treatment by, a health care provider,
23 including Alzheimer's, a severe stroke, or the terminal stages of a
24 disease; or

25 (E) Any period of absence to receive multiple treatments,
26 including any period of recovery from the treatments, by a health
27 care provider or by a provider of health care services under orders
28 of, or on referral by, a health care provider, either for: (I)
29 Restorative surgery after an accident or other injury; or (II) a
30 condition that would likely result in a period of incapacity of more
31 than three consecutive, full calendar days in the absence of medical
32 intervention or treatment, such as cancer, severe arthritis, or
33 kidney disease.

34 (b) The requirement in (a)(i) and (ii) of this subsection for
35 treatment by a health care provider means an in-person visit to a
36 health care provider. The first, or only, in-person treatment visit
37 must take place within seven days of the first day of incapacity.

38 (c) Whether additional treatment visits or a regimen of
39 continuing treatment is necessary within the thirty-day period shall
40 be determined by the health care provider.

1 (d) The term extenuating circumstances in (a)(ii)(A)(I) of this
2 subsection means circumstances beyond the employee's control that
3 prevent the follow-up visit from occurring as planned by the health
4 care provider. Whether a given set of circumstances are extenuating
5 depends on the facts. For example, extenuating circumstances exist if
6 a health care provider determines that a second in-person visit is
7 needed within the thirty-day period, but the health care provider
8 does not have any available appointments during that time period.

9 (e) Treatment for purposes of (a) of this subsection includes,
10 but is not limited to, examinations to determine if a serious health
11 condition exists and evaluations of the condition. Treatment does not
12 include routine physical examinations, eye examinations, or dental
13 examinations. Under (a)(ii)(A)(II) of this subsection, a regimen of
14 continuing treatment includes, but is not limited to, a course of
15 prescription medication, such as an antibiotic, or therapy requiring
16 special equipment to resolve or alleviate the health condition, such
17 as oxygen. A regimen of continuing treatment that includes taking
18 over-the-counter medications, such as aspirin, antihistamines, or
19 salves, or bed rest, drinking fluids, exercise, and other similar
20 activities that can be initiated without a visit to a health care
21 provider, is not, by itself, sufficient to constitute a regimen of
22 continuing treatment for purposes of this title.

23 (f) Conditions for which cosmetic treatments are administered,
24 such as most treatments for acne or plastic surgery, are not serious
25 health conditions unless inpatient hospital care is required or
26 unless complications develop. Ordinarily, unless complications arise,
27 the common cold, the flu, ear aches, upset stomach, minor ulcers,
28 headaches other than migraines, routine dental or orthodontia
29 problems, and periodontal disease are examples of conditions that are
30 not serious health conditions and do not qualify for leave under this
31 title. Restorative dental or plastic surgery after an injury or
32 removal of cancerous growths are serious health conditions provided
33 all the other conditions of this section are met. Mental illness
34 resulting from stress or allergies may be serious health conditions,
35 but only if all the conditions of this section are met.

36 (g)(i) Substance abuse may be a serious health condition if the
37 conditions of this section are met. However, leave may only be taken
38 for treatment for substance abuse by a health care provider or by a
39 licensed substance abuse treatment provider. Absence because of the

1 employee's use of the substance, rather than for treatment, does not
2 qualify for leave under this title.

3 (ii) Treatment for substance abuse does not prevent an employer
4 from taking employment action against an employee. The employer may
5 not take action against the employee because the employee has
6 exercised his or her right to take medical leave for treatment.
7 However, if the employer has an established policy, applied in a
8 nondiscriminatory manner that has been communicated to all employees,
9 that provides under certain circumstances an employee may be
10 terminated for substance abuse, pursuant to that policy the employee
11 may be terminated whether or not the employee is presently taking
12 medical leave. An employee may also take family leave to care for a
13 covered family member who is receiving treatment for substance abuse.
14 The employer may not take action against an employee who is providing
15 care for a covered family member receiving treatment for substance
16 abuse.

17 (h) Absences attributable to incapacity under (a)(ii)(B) or (C)
18 of this subsection qualify for leave under this title even though the
19 employee or the family member does not receive treatment from a
20 health care provider during the absence, and even if the absence does
21 not last more than three consecutive, full calendar days. For
22 example, an employee with asthma may be unable to report for work due
23 to the onset of an asthma attack or because the employee's health
24 care provider has advised the employee to stay home when the pollen
25 count exceeds a certain level. An employee who is pregnant may be
26 unable to report to work because of severe morning sickness.

27 ~~((23))~~ (24) "Service is localized in this state" has the same
28 meaning as described in RCW 50.04.120.

29 ~~((24))~~ (25) "Spouse" means a husband or wife, as the case may
30 be, or state registered domestic partner.

31 ~~((25))~~ (26) "State average weekly wage" means the most recent
32 average weekly wage calculated under RCW 50.04.355 and available on
33 January 1st of each year.

34 ~~((26))~~ (27) "Supplemental benefit payments" means payments made
35 by an employer to an employee as salary continuation or as paid time
36 off. Such payments must be in addition to any paid family or medical
37 leave benefits the employee is receiving.

38 ~~((27))~~ (28) "Typical workweek hours" means:

39 (a) For an hourly employee, the average number of hours worked
40 per week by an employee within the qualifying period; and

1 (b) Forty hours for a salaried employee, regardless of the number
2 of hours the salaried employee typically works.

3 (~~(28)~~) (29) "Wage" or "wages" means:

4 (a) For the purpose of premium assessment, the remuneration paid
5 by an employer to an employee. The maximum wages subject to a premium
6 assessment are those wages as set by the commissioner under RCW
7 50A.10.030;

8 (b) For the purpose of payment of benefits, the remuneration paid
9 by one or more employers to an employee for employment during the
10 employee's qualifying period. At the request of an employee, wages
11 may be calculated on the basis of remuneration payable. The
12 department shall notify each employee that wages are calculated on
13 the basis of remuneration paid, but at the employee's request a
14 redetermination may be performed and based on remuneration payable;
15 and

16 (c) For the purpose of a self-employed person electing coverage
17 under RCW 50A.10.010, the meaning is defined by rule.

18 **Sec. 2.** RCW 50A.05.090 and 2019 c 13 s 37 are each amended to
19 read as follows:

20 (1) Nothing in this title requires any party to a collective
21 bargaining agreement in existence on October 19, 2017, to reopen
22 negotiations of the agreement or to apply any of the rights and
23 responsibilities under this title unless and until the existing
24 agreement is reopened or renegotiated by the parties or expires.

25 (2) This section expires December 31, 2023.

26 **Sec. 3.** RCW 50A.15.020 and 2020 c 125 s 4 are each amended to
27 read as follows:

28 (1) Beginning January 1, 2020, family and medical leave are
29 available and benefits are payable to a qualified employee under this
30 section.

31 (a) Following a waiting period consisting of the first seven
32 consecutive calendar days, benefits are payable when family or
33 medical leave is required. However, no waiting period is required for
34 leave for the birth or placement of a child, or for leave because of
35 any qualifying exigency as defined under RCW 50A.05.010(10)(c). The
36 waiting period begins the previous Sunday of the week when an
37 otherwise eligible employee takes leave for the minimum claim
38 duration under subsection (2)(c) of this section. Eligible employees

1 may satisfy the waiting period requirement while simultaneously
2 receiving paid time off for any part of the waiting period.

3 (b) Benefits may continue during the continuance of the need for
4 family or medical leave, subject to the maximum and minimum weekly
5 benefits, duration, and other conditions and limitations established
6 in this title.

7 (2) The weekly benefit shall be prorated by the percentage of
8 hours on leave compared to the number of hours provided as the
9 typical workweek hours as defined in RCW 50A.05.010.

10 (a) The benefits in this section, if not a multiple of one
11 dollar, shall be reduced to the next lower multiple of one dollar.

12 (b) Hours on leave claimed for benefits under this title, if not
13 a multiple of one hour, shall be reduced to the next lower multiple
14 of one hour.

15 (c) The minimum claim duration payment is for eight consecutive
16 hours of leave.

17 (3) (a) The maximum duration of paid family leave may not exceed
18 twelve times the typical workweek hours during a period of fifty-two
19 consecutive calendar weeks.

20 (b) The maximum duration of paid medical leave may not exceed
21 twelve times the typical workweek hours during a period of fifty-two
22 consecutive calendar weeks. This leave may be extended an additional
23 two times the typical workweek hours if the employee experiences a
24 serious health condition with a pregnancy that results in incapacity.

25 (c) An employee is not entitled to paid family and medical leave
26 benefits under this title that exceeds a combined total of sixteen
27 times the typical workweek hours. The combined total of family and
28 medical leave may be extended to eighteen times the typical workweek
29 hours if the employee experiences a serious health condition with a
30 pregnancy that results in incapacity.

31 (4) (a) Any paid leave benefits under this chapter used in the
32 postnatal period by an employee eligible for benefits under RCW
33 50A.05.010(23) (a) (ii) (B) must be medical leave, subject to the
34 maximum and minimum weekly benefits, duration, and other conditions
35 and limitations established in this title, unless the employee
36 chooses to use family leave during the postnatal period.

37 (b) Certification of a serious health condition is not required
38 for paid leave benefits used in the postnatal period by an employee
39 eligible for benefits under RCW 50A.05.010(23) (a) (ii) (B).

1 (5) The weekly benefit for family and medical leave shall be
2 determined as follows: If the employee's average weekly wage is: (a)
3 Equal to or less than one-half of the state average weekly wage, then
4 the benefit amount is equal to ninety percent of the employee's
5 average weekly wage; or (b) greater than one-half of the state
6 average weekly wage, then the benefit amount is the sum of: (i)
7 Ninety percent of one-half of the state average weekly wage; and (ii)
8 fifty percent of the difference of the employee's average weekly wage
9 and one-half of the state average weekly wage.

10 (~~(5)~~) (6)(a) The maximum weekly benefit for family and medical
11 leave that occurs on or after January 1, 2020, shall be one thousand
12 dollars. By September 30, 2020, and by each subsequent September
13 30th, the commissioner shall adjust the maximum weekly benefit amount
14 to ninety percent of the state average weekly wage. The adjusted
15 maximum weekly benefit amount takes effect on the following January
16 1st.

17 (b) The minimum weekly benefit shall not be less than one hundred
18 dollars per week except that if the employee's average weekly wage at
19 the time of family or medical leave is less than one hundred dollars
20 per week, the weekly benefit shall be the employee's full wage.

21 NEW SECTION. **Sec. 4.** A new section is added to chapter 50A.15
22 RCW to read as follows:

23 (1) Before an employee's qualifying event but not earlier than 45
24 days in advance, the employee may apply for benefits under this title
25 and receive a predetermination from the department. The department
26 will not conduct fact finding or issue a predetermination on
27 incomplete applications submitted in advance.

28 (2) After the employee's qualifying event but before receiving
29 their first weekly payment, the employee must notify the department
30 and provide certification or documentation validating the employee's
31 qualifying event.

32 (3) For the purposes of this section:

33 (a) "Predetermination" means a determination of eligibility under
34 RCW 50A.15.010 and benefit amount and duration under RCW 50A.15.020,
35 which occurs before the employee's qualifying event.

36 (b) "Qualifying event" has the same meaning provided in rule by
37 the department.

1 **Sec. 5.** RCW 50A.25.020 and 2019 c 13 s 71 are each amended to
2 read as follows:

3 (1) Any information or records concerning an individual or
4 employer obtained by the department pursuant to the administration of
5 this title shall be private and confidential, except as otherwise
6 provided in this chapter or RCW 50A.05.040.

7 (2) This chapter does not create a rule of evidence.

8 (3) The department must publish, on its website, a current list
9 of all employers that have approved voluntary plans under chapter
10 50A.30 RCW.

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