
ENGROSSED HOUSE BILL 2847

State of Washington 54th Legislature 1996 Regular Session

By Representatives Horn, Kessler, Buck, Silver, D. Sommers and Mitchell

Read first time 01/23/96. Referred to Committee on Commerce & Labor.

1 AN ACT Relating to prohibiting the department of labor and
2 industries from requiring employers to compensate employees for usual
3 and customary wearing apparel; adding a new section to chapter 49.12
4 RCW; and creating a new section.

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

6 NEW SECTION. **Sec. 1.** The legislature declares that an employer
7 may require a reasonable dress code for employee wearing apparel during
8 working hours. The legislature further declares that employers need
9 not compensate employees for this required wearing apparel when the
10 apparel is of a usual and customary style that conforms to a general
11 dress standard, and the exact color of the apparel is not specified or
12 the color specified is black or white.

13 NEW SECTION. **Sec. 2.** A new section is added to chapter 49.12 RCW
14 to read as follows:

15 When an employer is otherwise required under this chapter to
16 compensate an employee for the cost of a uniform, the employer may not
17 be required to compensate an employee for wearing apparel that is
18 required by the employer to be worn at work when the wearing apparel is

1 of a usual and customary style that conforms to a general dress
2 standard and when the exact color of the apparel, other than black or
3 white, is not specified.

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