

# FINAL BILL REPORT

## HB 1346

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Synopsis as Enacted

**Brief Description:** Repealing enforcement and right of action provisions for family leave.

By Representatives G. Cole, Heavey, King, Veloria, Holm, J. Kohl, Brough, Sommers, Zellinsky, R. Fisher, Wang, Ogden, Wolfe, Valle, Riley, H. Myers, Wood, Jones, Leonard, Karahalios and Wineberry.

**Background:** In 1989, Washington adopted a family leave law that applies to private and local government employers of 100 or more employees and to the state. The law entitles a covered employee up to 12 weeks of unpaid leave in a 24-month period to care for a newborn child, an adopted child under age six, or a child up to age 18 who has a terminal health condition. Under the family leave law, an employee does not have a private right of action for any alleged violation of the family leave chapter.

The family leave law requires the Department of Labor and Industries to cease enforcing the state's family leave law on the effective date of any federal law that the department determines, with consent of the Legislative Budget Committee, to be substantially similar to the state's law.

Effective August 4, 1993, the federal family leave law will require all employers of 50 or more employees to grant covered employees up to 12 weeks of unpaid leave in any 12-month period to care for a newborn, adopted, or foster child, to care for a spouse, child, or parent with a serious health condition, or because of the employee's own serious health condition.

**Summary:** The provisions of the Washington family leave law are repealed that:

- (1) direct the Department of Labor and Industries to cease enforcement of the state family leave law on the effective date of any federal family leave law that the department determines, with consent of the Legislative Budget Committee, to be substantially similar to the state's law, and
- (2) declare that an employee has no private right of action for alleged violations of the state family leave law.

**Votes on Final Passage:**

House	71	24
Senate	36	13

**Effective:** July 25, 1993