

SENATE BILL REPORT

SB 6381

As of January 31, 2000

Title: An act relating to family and medical leave.

Brief Description: Conforming federal and state family leave laws.

Sponsors: Senators Fairley and Kohl-Welles.

Brief History:

Committee Activity: Labor & Workforce Development: 1/13/2000.

SENATE COMMITTEE ON LABOR & WORKFORCE DEVELOPMENT

Staff: Jill Reinmuth (786-7452)

Background: Both the state family leave law and the federal Family and Medical Leave Act provide that certain employees are entitled to unpaid leave for certain purposes. Many provisions of these state and federal laws, however, are inconsistent. For example, the employers required to provide leave and the employees entitled to take leave are different. The definitions of family member are different. The types of illnesses for which leave is permitted are different.

State law is currently suspended except as follows. An employee's right to reinstatement within 20 miles of the original workplace remains in effect. An employee's right to leave for sickness or temporary disability related to pregnancy or childbirth in addition to leave under the federal law also remains in effect.

Summary of Bill: Existing sections of state law are amended or repealed and new sections of state law are added to bring state law into conformity with federal law.

State law continues to be suspended except as follows. An employee's right to reinstatement within 20 miles of the original workplace remains in effect. An employee's right to leave for sickness or temporary disability related to pregnancy or childbirth in addition to leave under the federal law also remains in effect.

Appropriation: None.

Fiscal Note: Available.

Effective Date: Ninety days after adjournment of session in which bill is passed.