
HOUSE BILL 2364

State of Washington

57th Legislature

2002 Regular Session

By Representatives Dickerson, Kenney, Conway, Fisher, Rockefeller, Kagi, Cody, Darneille, Chase, Tokuda, Kirby, Edwards, Santos, Lysen, Wood, Simpson, Schual-Berke and Jarrett

Read first time 01/16/2002. Referred to Committee on Commerce & Labor.

1 AN ACT Relating to use of employer-granted leave to care for family
2 members with serious medical conditions; amending RCW 49.12.270; and
3 adding new sections to chapter 49.12 RCW.

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

5 **Sec. 1.** RCW 49.12.270 and 1988 c 236 s 3 are each amended to read
6 as follows:

7 An employer shall allow an employee to use the employee's
8 ~~((accrued)) choice of sick leave or other paid time off~~ to care for a
9 ~~((child of the employee under the age of eighteen)) spouse, child,~~
10 parent, parent-in-law, or grandparent of the employee with a health
11 condition that requires treatment or supervision. Use of leave other
12 than ~~((accrued)) sick leave or other paid time off~~ to care for a child,
13 spouse, parent, parent-in-law, or grandparent under the circumstances
14 described in this section shall be governed by the terms of the
15 appropriate collective bargaining agreement or employer policy, as
16 applicable.

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

1 The definitions in this section apply throughout RCW 49.12.270
2 through 49.12.295 unless the context clearly requires otherwise.

3 (1) "Child" means a biological, adopted, or foster child, a
4 stepchild, a legal ward, or a child of a person standing in loco
5 parentis who is: (a) Under eighteen years of age; or (b) eighteen
6 years of age or older and incapable of self-care because of a mental or
7 physical disability.

8 (2) "Grandparent" means a parent of a parent of an employee.

9 (3) "Parent" means a biological parent of an employee or an
10 individual who stood in loco parentis to an employee when the employee
11 was a child.

12 (4) "Parent-in-law" means a parent of the spouse of an employee.

13 (5) "Spouse" means a husband or wife, as the case may be.

14 NEW SECTION. **Sec. 3.** A new section is added to chapter 49.12 RCW
15 to read as follows:

16 An employer shall not discharge, threaten to discharge, demote,
17 suspend, discipline, or otherwise discriminate against an employee
18 because the employee: (1) Has exercised, or attempted to exercise, any
19 right provided under RCW 49.12.270 through 49.12.295; or (2) has filed
20 a complaint, testified, or assisted in any proceeding under RCW
21 49.12.270 through 49.12.295.

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