

CERTIFICATION OF ENROLLMENT

**SUBSTITUTE SENATE BILL 6426**

57th Legislature  
2002 Regular Session

Passed by the Senate March 12, 2002  
YEAS 41 NAYS 4

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**President of the Senate**

Passed by the House March 8, 2002  
YEAS 96 NAYS 0

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**Speaker of the  
House of Representatives**

CERTIFICATE

I, Tony M. Cook, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **SUBSTITUTE SENATE BILL 6426** as passed by the Senate and the House of Representatives on the dates hereon set forth.

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**Secretary**

Approved

FILED

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**Governor of the State of Washington**

**Secretary of State  
State of Washington**



1       (2) Use of leave other than (~~accrued~~) sick leave or other paid  
2 time off to care for a child, spouse, parent, parent-in-law, or  
3 grandparent under the circumstances described in this section shall be  
4 governed by the terms of the appropriate collective bargaining  
5 agreement or employer policy, as applicable.

6       NEW SECTION. Sec. 2. A new section is added to chapter 49.12 RCW  
7 to read as follows:

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

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

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

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

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

20       (5) "Sick leave or other paid time off" means time allowed under  
21 the terms of an appropriate collective bargaining agreement or employer  
22 policy, as applicable, to an employee for illness, vacation, and  
23 personal holiday.

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

25       NEW SECTION. Sec. 3. A new section is added to chapter 49.12 RCW  
26 to read as follows:

27       An employer shall not discharge, threaten to discharge, demote,  
28 suspend, discipline, or otherwise discriminate against an employee  
29 because the employee: (1) Has exercised, or attempted to exercise, any  
30 right provided under RCW 49.12.270 through 49.12.295; or (2) has filed  
31 a complaint, testified, or assisted in any proceeding under RCW  
32 49.12.270 through 49.12.295.

33       NEW SECTION. Sec. 4. This act takes effect January 1, 2003.

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