

5462

Sponsor(s): Senators Mulliken, Honeyford, Hale, Hewitt, T. Sheldon, Swecker and McCaslin

Brief Description: Adopting federal definitions for state wage and hour laws. Revised for 1st Substitute: Regarding state wage and hour laws.

SB 5462 - DIGEST

(SUBSTITUTED FOR - SEE 1ST SUB)

Declares that all terms, provisions, rights, and obligations in chapter 49.46 RCW shall be given the same meaning as given to comparable terms, provisions, rights, and obligations under federal law, 29 U.S.C. Secs. 202 through 262, and the regulations and statements of general policy and interpretation applying and interpreting those terms issued by the United States department of labor.

Provides that, in any action or proceeding based on any act or omission on or after the effective date of this act, no employer is subject to liability or punishment for or on account of the failure of the employer to pay minimum wages or overtime compensation under Title 49 RCW if the employer pleads and proves that the act or omission complained of was in good faith in conformity with and in reliance on any written administrative rule, order, ruling, approval, or interpretation of the department, or any administrative practice or enforcement policy of the department with respect to the class of employers to which the employer belonged.