
SUBSTITUTE SENATE BILL 5850

State of Washington

59th Legislature

2005 Regular Session

By Senate Committee on Labor, Commerce, Research & Development
(originally sponsored by Senators Spanel, Keiser, Kohl-Welles and Shin)

READ FIRST TIME 03/02/05.

1 AN ACT Relating to the definition of sick leave under the family
2 care act; and amending RCW 49.12.265.

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

4 **Sec. 1.** RCW 49.12.265 and 2002 c 243 s 2 are each amended to read
5 as follows:

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

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

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

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

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

18 (5) "Sick leave or other paid time off" means time allowed under
19 the terms of an appropriate collective bargaining agreement, disability

1 policy, or employer policy, as applicable, to an employee for illness,
2 vacation, and personal holiday. It does not include any leave benefit
3 granted by a short-term or long-term disability policy covered by the
4 employment retirement income security act of 1974, 29 U.S.C. Sec. 18,
5 or by a third-party administered disability plan. Sick leave or other
6 paid time off shall include any self-administered short-term or long-
7 term disability plan unless the employer maintains a separate bona fide
8 paid sick leave policy plan or practice.

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

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