
SENATE BILL 6447

State of Washington 60th Legislature 2008 Regular Session

By Senators Hobbs, Jacobsen, Shin, and Rasmussen

Read first time 01/16/08. Referred to Committee on Government Operations & Elections.

1 AN ACT Relating to allowing unpaid leaves of absence for military
2 personnel needs; and adding a new chapter to Title 49 RCW.

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

4 NEW SECTION. **Sec. 1.** In order to support the families of military
5 personnel serving in military conflicts, and to assure that these
6 families are able to spend time together during a military member's
7 leave from deployment, the legislature hereby creates the family
8 military leave act.

9 NEW SECTION. **Sec. 2.** The definitions in this section apply
10 throughout this chapter unless the context clearly requires otherwise.

11 (1) "Employer" means: (A) any person, firm, corporation,
12 partnership, business trust, legal representative, or other business
13 entity which engages in any business, industry, profession, or activity
14 in this state; (b) the state, state institutions, and state agencies;
15 and (c) any unit of local government including, but not limited to, a
16 county, city, town, municipal corporation, quasi-municipal corporation,
17 or political subdivision.

1 (2) "Employee" means a person who performs service for hire for an
2 employer, for an average of twenty or more hours per week, and includes
3 all individuals employed at any site owned or operated by an employer,
4 but does not include an independent contractor.

5 (3) "Spouse" means a husband or wife.

6 (4) "Period of military conflict" means a period of war declared by
7 the United States Congress, declared by executive order of the
8 president, or in which a member of a reserve component of the armed
9 forces is ordered to active duty pursuant to either sections 12301 and
10 12302 of Title 10 of the United States Code or Title 32 of the United
11 States Code.

12 NEW SECTION. **Sec. 3.** (1) The spouse of a member of the armed
13 forces of the United States, national guard, or reserves who has been
14 deployed during a period of military conflict shall be allowed up to
15 fifteen days unpaid leave by their employer when their military spouse
16 is on leave from deployment during a period of military conflict.

17 (2) The employee spouse must provide his or her employer with
18 notice, within five business days of receiving official notice that the
19 military spouse will be on leave from deployment, of his or her
20 intention to take the family military leave.

21 (3) The leave provided for in this section is in addition to any
22 vacation, sick, or other leave the employee may be entitled.

23 (4) An employer shall not retaliate against an employee for
24 requesting or taking the leave provided for in this section.

25 NEW SECTION. **Sec. 4.** The director of labor and industries shall
26 administer this chapter and adopt rules as necessary.

27 NEW SECTION. **Sec. 5.** Sections 1 through 4 of this act constitute
28 a new chapter in Title 49 RCW.

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