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**ENGROSSED HOUSE BILL 2444**

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**State of Washington**

**61st Legislature**

**2010 Regular Session**

**By** Representatives Williams, Campbell, Lias, Chase, Sells, Rolfes, Nelson, Simpson, Goodman, Ormsby, Miloscia, Kagi, Roberts, White, Conway, Kenney, Hasegawa, and Haigh

Prefiled 12/08/09. Read first time 01/11/10. Referred to Committee on Commerce & Labor.

1       AN ACT Relating to providing leave from employment for  
2 participating in a child's educational activities; amending RCW  
3 49.78.010; adding a new section to chapter 49.78 RCW; and providing an  
4 effective date.

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

6       **Sec. 1.** RCW 49.78.010 and 2006 c 59 s 1 are each amended to read  
7 as follows:

8       The legislature finds that the demands of the workplace and of  
9 families need to be balanced to promote family stability and economic  
10 security. Workplace leave policies are desirable to accommodate  
11 changes in the workforce such as rising numbers of dual-career couples,  
12 working single parents, and an aging population. In addition, given  
13 the mobility of American society, many people no longer have available  
14 community or family support networks and therefore need additional  
15 flexibility in the workplace. The legislature declares it to be in the  
16 public interest to provide reasonable leave for medical reasons, for  
17 the birth or placement of a child, ~~((and))~~ for the care of a family  
18 member who has a serious health condition, and for participating in a  
19 child's educational activities.

1        NEW SECTION.    **Sec. 2.**    A new section is added to chapter 49.78 RCW  
2 to read as follows:

3        (1) In addition to other leave to which an employee is entitled  
4 under this chapter or federal law, an employee is entitled to a total  
5 of four hours of unpaid leave during any twelve-month period to attend  
6 or otherwise participate in a child's educational activities.

7        (2) Leave under this section is subject to the following  
8 conditions:

9        (a) The time of the leave must be mutually agreed upon by the  
10 employer and the employee;

11        (b) An employer may require an employee to provide the employer  
12 with a written request for leave at least forty-eight hours before the  
13 anticipated time of the leave;

14        (c) An employer may require an employee to furnish written  
15 verification from the child's school that the employee attended or  
16 otherwise participated in the child's educational activities during the  
17 time of the leave; and

18        (d) An employee is limited to a total of four hours of unpaid leave  
19 during any twelve-month period for the purpose specified in subsection  
20 (1) of this section, regardless of whether the employee has one or more  
21 children.

22        (3) As used in this section:

23        (a) "Employee" means any person who is employed by an employer.

24        (b) "Employer" means: (i) Any person, firm, corporation,  
25 partnership, business trust, legal representative, or other business  
26 entity that engages in any business, industry, profession, or activity  
27 in this state; (ii) the state, state institutions, and state agencies;  
28 and (iii) any unit of local government.

29        (c) "School" means any: (i) Public school; (ii) private school;  
30 (iii) preschool; and (iv) child care center licensed under chapter  
31 43.215 RCW.

32        NEW SECTION.    **Sec. 3.**    This act takes effect July 1, 2010.

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