2171-S2 AMH MOSB SMIL 262

**2SHB 2171** - H AMD **1569**

By Representative Mosbrucker

 Strike everything after the enacting clause and insert the following:

"NEW SECTION. **Sec.**  A new section is added to chapter 49.64 RCW to read as follows:

 (1) An employer with an established policy, practice, or agreement to provide vacation leave or other paid time off must provide written notice to employees of the employer's policy regarding treatment of unused vested vacation leave or other paid time off at the time of an employee's termination from employment, including whether unused vested vacation leave or other paid time off is eligible to be cashed out.

 (2) The notice provided pursuant to subsection (1) of this section must be provided to each employee at or before the time the employee begins to accrue the vacation leave or other paid time off.

 (3) The notice provided pursuant to subsection (1) of this section may be provided electronically.

 (4) Nothing in this section:

 (a) Requires an employer to provide vacation leave or other paid time off to an employee or prohibits an employer from placing limits on the amount of vacation leave or other paid time off an employee may accrue;

 (b) Requires an employer to pay an employee for unused vacation leave or other paid time off; or

 (c) May be construed to affect the provisions contained in RCW 49.46.200 through 49.46.820 regarding paid sick leave."

 Correct the title.

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|  |  EFFECT:   Strikes all provisions of the bill, removing: (1) the requirement that employers pay out vested vacation leave or other paid time off; (2) the inclusion of such leave in the definition of wages under the Wage Payment Act; and (3) the prohibition on required forfeiture of such leave upon termination. Requires employers that provide vacation leave or other paid time off to provide notice to employees of the employer's policy regarding treatment of unused vested vacation leave or other paid time off. |

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