

# SENATE BILL REPORT

## SB 6336

---

---

As Reported by Senate Committee On:  
State Government, Tribal Relations & Elections, February 5, 2020

**Title:** An act relating to allowing the use of parental leave after a pregnancy disability is resolved.

**Brief Description:** Allowing the use of parental leave after a pregnancy disability is resolved.

**Sponsors:** Senators Hunt, Hasegawa, Keiser, Nguyen and Wilson, C.; by request of Office of Financial Management.

**Brief History:**

**Committee Activity:** State Government, Tribal Relations & Elections: 1/31/20, 2/05/20 [DP].

**Brief Summary of Bill**

- Modifies the definition of "parental leave" for purposes of the shared leave program.

---

### SENATE COMMITTEE ON STATE GOVERNMENT, TRIBAL RELATIONS & ELECTIONS

**Majority Report:** Do pass.

Signed by Senators Hunt, Chair; Kuderer, Vice Chair; Zeiger, Ranking Member; Hasegawa, Hawkins and Takko.

**Staff:** Melissa Van Gorkom (786-7491)

**Background:** The purpose of the shared leave program is to permit state employees, at no significantly increased cost to the state, to provide annual leave, sick leave, or personal holidays to fellow state employees experiencing circumstances that may cause them to take leave without pay or terminate their employment. Covered employees include any employee of the state, including those employed by school districts and educational service districts who are entitled to accrue annual or sick leave.

---

*This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.*

Agency heads may permit employees to receive shared leave when in specified circumstances, including when the employee or a relative or household member suffers from an extraordinary or severe illness, injury, impairment, or physical or mental condition; is a victim of domestic violence, sexual assault, or stalking; or has been called to service in the uniformed services.

Leave may also be granted when an employee needs time for parental leave or is sick or temporarily disabled because of pregnancy disability. Pregnancy disabilities are pregnancy-related medical conditions or miscarriage. Parental leave is leave used to bond and care for a newborn child after birth, or a child after placement for adoption or foster care for up to 16 weeks after the birth or placement. The employee is not required to deplete all of their annual leave and sick leave to be eligible for shared leave for a pregnancy disability or parental leave, and can maintain up to 40 hours of annual leave and sick leave in reserve.

The agency head determines the amount of leave, if any, an employee may receive. Employees must not receive a total of more than 522 days of leave unless extraordinary circumstances apply.

**Summary of Bill:** The definition of "parental leave" for purposes of the shared leave program is modified to specify that the 16 week period in which parental leave may be taken begins immediately after birth or placement. In cases where a birth parent also has a pregnancy disability, parental leave will begin immediately after the pregnancy disability has resolved, but it must be used within the first year after the birth of the child.

**Appropriation:** None.

**Fiscal Note:** Available.

**Creates Committee/Commission/Task Force that includes Legislative members:** No.

**Effective Date:** Ninety days after adjournment of session in which bill is passed.

**Staff Summary of Public Testimony:** PRO: This is a technical amendment to ESHB 1434 which passed in 2018. This proposal ensures that an individual can still use the parental leave for bonding if they are recovering from a pregnancy related medical condition.

**Persons Testifying:** PRO: Senator Sam Hunt, Prime Sponsor; Brandy Chinn, Rules Manager, Office of Financial Management.

**Persons Signed In To Testify But Not Testifying:** No one.