
HOUSE BILL 2730

State of Washington

66th Legislature

2020 Regular Session

By Representatives Kilduff, Ryu, Klippert, Appleton, Caldier, Davis, Leavitt, and Ormsby

Read first time 01/20/20. Referred to Committee on Civil Rights & Judiciary.

1 AN ACT Relating to military spouse employment; adding a new
2 section to chapter 73.16 RCW; and adding a new section to chapter
3 38.42 RCW.

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

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 73.16
6 RCW to read as follows:

7 (1) The department of veterans affairs, employment security
8 department, and department of commerce shall consult local chambers
9 of commerce, associate development organizations, and businesses to
10 initiate a demonstration campaign to increase military spouse
11 employment. This campaign may include partnerships with chambers of
12 commerce that result in business owners sharing, with the local
13 chambers of commerce, information on the number of military spouses
14 employed and the local chambers of commerce providing this
15 information to the department of veterans affairs.

16 (2) Participants in the campaign are encouraged to work with the
17 Washington state military transition council and county veterans'
18 advisory boards as defined in RCW 73.08.035.

19 (3) Funding for the campaign shall be established from existing
20 resources.

1 (4) For the purposes of this section, "military spouse" means any
2 person married or previously married to a military service member,
3 irrespective of the length of the marriage, during the military
4 service member's service in any branch of the United States armed
5 forces as an active duty service member, reservist, or national guard
6 member.

7 NEW SECTION. **Sec. 2.** A new section is added to chapter 38.42
8 RCW to read as follows:

9 (1) The spouse of a service member may terminate an employment
10 contract without penalty at any time after the service member
11 receives military service orders for a permanent change of station
12 if:

13 (a) The spouse provides written notice, including email, to the
14 employer of the termination under this section; and

15 (b) The spouse provides written proof to the employer of the
16 official orders showing that the service member has received military
17 orders for a permanent change of station.

18 (2) Termination of an employment contract under this section is
19 effective on the day notice is given under subsection (1) of this
20 section or on a date mutually agreed to by the parties to the
21 employment contract.

22 (3) An employer may not impose any penalty for termination of an
23 employment contract under this section.

24 (4) For purposes of this section:

25 (a) "Employment contract" means a contract that establishes the
26 terms of employment or other professional relationship with the
27 spouse of a service member.

28 (b) "Penalty" means any fee or cost or liability for breach of
29 contract or any other adverse consequence imposed by the employer.

30 (5) This section applies prospectively only and not
31 retroactively. It applies only to employment contracts entered into
32 on or after the effective date of this section.

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