
SUBSTITUTE SENATE BILL 6216

State of Washington

66th Legislature

2020 Regular Session

By Senate Labor & Commerce (originally sponsored by Senators Keiser, Conway, Hunt, Van De Wege, and Saldaña)

READ FIRST TIME 02/04/20.

1 AN ACT Relating to the application of the family and medical
2 leave program in Title 50A RCW to specific classes of individuals;
3 amending RCW 50A.05.010; and repealing RCW 50A.05.090.

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

5 **Sec. 1.** RCW 50A.05.010 and 2019 c 13 s 1 are each amended to
6 read as follows:

7 Unless the context clearly requires otherwise, the definitions in
8 this section apply throughout this title.

9 (1) "Child" includes a biological, adopted, or foster child, a
10 stepchild, or a child to whom the employee stands in loco parentis,
11 is a legal guardian, or is a de facto parent, regardless of age or
12 dependency status.

13 (2) "Commissioner" means the commissioner of the department or
14 the commissioner's designee.

15 (3) "Department" means the employment security department.

16 (4)(a) "Employee" means an individual who is in the employment of
17 an employer.

18 (b) "Employee" does not include employees of the United States of
19 America.

20 (5) "Employee's average weekly wage" means the quotient derived
21 by dividing the employee's total wages during the two quarters of the

1 employee's qualifying period in which total wages were highest by
2 twenty-six. If the result is not a multiple of one dollar, the
3 department must round the result to the next lower multiple of one
4 dollar.

5 (6) (a) "Employer" means: (i) Any individual or type of
6 organization, including any partnership, association, trust, estate,
7 joint stock company, insurance company, limited liability company, or
8 corporation, whether domestic or foreign, or the receiver, trustee in
9 bankruptcy, trustee, or the legal representative of a deceased
10 person, having any person in employment or, having become an
11 employer, has not ceased to be an employer as provided in this title;
12 (ii) the state, state institutions, and state agencies; and (iii) any
13 unit of local government including, but not limited to, a county,
14 city, town, municipal corporation, quasi-municipal corporation, or
15 political subdivision.

16 (b) "Employer" does not include the United States of America.

17 (7) (a) "Employment" means personal service, of whatever nature,
18 unlimited by the relationship of master and servant as known to the
19 common law or any other legal relationship performed for wages or
20 under any contract calling for the performance of personal services,
21 written or oral, express or implied. The term "employment" includes
22 an individual's entire service performed within or without or both
23 within and without this state, if:

24 (i) The service is localized in this state; or

25 (ii) The service is not localized in any state, but some of the
26 service is performed in this state; and

27 (A) The base of operations of the employee is in the state, or if
28 there is no base of operations, then the place from which such
29 service is directed or controlled is in this state; or

30 (B) The base of operations or place from which such service is
31 directed or controlled is not in any state in which some part of the
32 service is performed, but the individual's residence is in this
33 state.

34 (b) "Employment" does not include:

35 (i) Self-employed individuals;

36 (ii) Services for remuneration when it is shown to the
37 satisfaction of the commissioner that:

38 (A) (I) Such individual has been and will continue to be free from
39 control or direction over the performance of such service, both under
40 his or her contract of service and in fact; and

1 (II) Such service is either outside the usual course of business
2 for which such service is performed, or that such service is
3 performed outside of all the places of business of the enterprises
4 for which such service is performed; and

5 (III) Such individual is customarily engaged in an independently
6 established trade, occupation, profession, or business, of the same
7 nature as that involved in the contract of service; or

8 (B) As a separate alternative:

9 (I) Such individual has been and will continue to be free from
10 control or direction over the performance of such service, both under
11 his or her contract of service and in fact; and

12 (II) Such service is either outside the usual course of business
13 for which such service is performed, or that such service is
14 performed outside of all the places of business of the enterprises
15 for which such service is performed, or the individual is
16 responsible, both under the contract and in fact, for the costs of
17 the principal place of business from which the service is performed;
18 and

19 (III) Such individual is customarily engaged in an independently
20 established trade, occupation, profession, or business, of the same
21 nature as that involved in the contract of service, or such
22 individual has a principal place of business for the work the
23 individual is conducting that is eligible for a business deduction
24 for federal income tax purposes; and

25 (IV) On the effective date of the contract of service, such
26 individual is responsible for filing at the next applicable filing
27 period, both under the contract of service and in fact, a schedule of
28 expenses with the internal revenue service for the type of business
29 the individual is conducting; and

30 (V) On the effective date of the contract of service, or within a
31 reasonable period after the effective date of the contract, such
32 individual has established an account with the department of revenue,
33 and other state agencies as required by the particular case, for the
34 business the individual is conducting for the payment of all state
35 taxes normally paid by employers and businesses and has registered
36 for and received a unified business identifier number from the state
37 of Washington; and

38 (VI) On the effective date of the contract of service, such
39 individual is maintaining a separate set of books or records that

1 reflect all items of income and expenses of the business which the
2 individual is conducting; ((~~or~~))

3 (iii) Services that require registration under chapter 18.27 RCW
4 or licensing under chapter 19.28 RCW rendered by an individual when:

5 (A) The individual has been and will continue to be free from
6 control or direction over the performance of the service, both under
7 the contract of service and in fact;

8 (B) The service is either outside the usual course of business
9 for which the service is performed, or the service is performed
10 outside of all the places of business of the enterprise for which the
11 service is performed, or the individual is responsible, both under
12 the contract and in fact, for the costs of the principal place of
13 business from which the service is performed;

14 (C) The individual is customarily engaged in an independently
15 established trade, occupation, profession, or business, of the same
16 nature as that involved in the contract of service, or the individual
17 has a principal place of business for the business the individual is
18 conducting that is eligible for a business deduction for federal
19 income tax purposes, other than that furnished by the employer for
20 which the business has contracted to furnish services;

21 (D) On the effective date of the contract of service, the
22 individual is responsible for filing at the next applicable filing
23 period, both under the contract of service and in fact, a schedule of
24 expenses with the internal revenue service for the type of business
25 the individual is conducting;

26 (E) On the effective date of the contract of service, or within a
27 reasonable period after the effective date of the contract, the
28 individual has an active and valid certificate of registration with
29 the department of revenue, and an active and valid account with any
30 other state agencies as required by the particular case, for the
31 business the individual is conducting for the payment of all state
32 taxes normally paid by employers and businesses and has registered
33 for and received a unified business identifier number from the state
34 of Washington;

35 (F) On the effective date of the contract of service, the
36 individual is maintaining a separate set of books or records that
37 reflect all items of income and expenses of the business that the
38 individual is conducting; and

39 (G) On the effective date of the contract of service, the
40 individual has a valid contractor registration pursuant to chapter

1 18.27 RCW or an electrical contractor license pursuant to chapter
2 19.28 RCW;

3 (iv) Individuals when serving as a member of a statutory board,
4 commission, council, committee, or other similar group classified as
5 a class two, three, four, or five group under RCW 43.03.230,
6 43.03.240, 43.03.250, or 43.03.265;

7 (v) Individuals when serving as an elected commissioner, with a
8 per diem of two hundred fifty dollars or less per day, of a:

9 (A) Fire protection district under RCW 52.14.010, or a governing
10 board member of a regional fire protection service authority under
11 RCW 52.26.080;

12 (B) Water-sewer district under RCW 57.12.010;

13 (C) Cemetery district under RCW 68.52.220;

14 (D) Public hospital district under chapter 70.44 RCW;

15 (E) Special district under chapter 85.38 RCW;

16 (F) Park and recreation district or a joint park and recreation
17 district under chapter 36.69 RCW; or

18 (G) Port district under Title 53 RCW;

19 (vi) Volunteer firefighters compensated on per diem or nominal
20 sum basis consistent with the definition of volunteer contained in 29
21 C.F.R. Sec. 553.101, 553.104, and 553.106, as it exists on the
22 effective date of this section;

23 (vii) Individuals when serving as an elected director, with a per
24 diem of two hundred fifty dollars or less per day, of a:

25 (A) Weed district under chapter 17.04 RCW or an intercounty weed
26 district under chapter 17.06 RCW;

27 (B) Irrigation district under chapter 87.03 RCW or an irrigation
28 and rehabilitation district under chapter 87.84 RCW; or

29 (C) School district under chapter 28A.315 RCW;

30 (viii) Individuals when serving as an appointed director, with a
31 compensation limit of no more than one thousand dollars per year, of
32 an air pollution control authority under chapter 70.94 RCW; or

33 (ix) Individuals when serving as an elected supervisor, with a
34 per diem of two hundred fifty dollars or less per day, of a
35 conservation district under chapter 89.08 RCW.

36 (8) "Employment benefits" means all benefits provided or made
37 available to employees by an employer, including group life
38 insurance, health insurance, disability insurance, sick leave, annual
39 leave, educational benefits, and pensions.

1 (9) "Family leave" means any leave taken by an employee from
2 work:

3 (a) To participate in providing care, including physical or
4 psychological care, for a family member of the employee made
5 necessary by a serious health condition of the family member;

6 (b) To bond with the employee's child during the first twelve
7 months after the child's birth, or the first twelve months after the
8 placement of a child under the age of eighteen with the employee; or

9 (c) Because of any qualifying exigency as permitted under the
10 federal family and medical leave act, 29 U.S.C. Sec. 2612(a)(1)(E)
11 and 29 C.F.R. Sec. 825.126(b)(1) through (9), as they existed on
12 October 19, 2017, for family members as defined in subsection (10) of
13 this section.

14 (10) "Family member" means a child, grandchild, grandparent,
15 parent, sibling, or spouse of an employee.

16 (11) "Grandchild" means a child of the employee's child.

17 (12) "Grandparent" means a parent of the employee's parent.

18 (13) "Health care provider" means: (a) A person licensed as a
19 physician under chapter 18.71 RCW or an osteopathic physician and
20 surgeon under chapter 18.57 RCW; (b) a person licensed as an advanced
21 registered nurse practitioner under chapter 18.79 RCW; or (c) any
22 other person determined by the commissioner to be capable of
23 providing health care services.

24 (14) "Medical leave" means any leave taken by an employee from
25 work made necessary by the employee's own serious health condition.

26 (15) "Parent" means the biological, adoptive, de facto, or foster
27 parent, stepparent, or legal guardian of an employee or the
28 employee's spouse, or an individual who stood in loco parentis to an
29 employee when the employee was a child.

30 (16) "Period of incapacity" means an inability to work, attend
31 school, or perform other regular daily activities because of a
32 serious health condition, treatment of that condition or recovery
33 from it, or subsequent treatment in connection with such inpatient
34 care.

35 (17) "Premium" or "premiums" means the payments required by RCW
36 50A.10.030 and paid to the department for deposit in the family and
37 medical leave insurance account under RCW 50A.05.070.

38 (18) "Qualifying period" means the first four of the last five
39 completed calendar quarters or, if eligibility is not established,

1 the last four completed calendar quarters immediately preceding the
2 application for leave.

3 (19)(a) "Remuneration" means all compensation paid for personal
4 services including commissions and bonuses and the cash value of all
5 compensation paid in any medium other than cash.

6 (b) Previously accrued compensation, other than severance pay or
7 payments received pursuant to plant closure agreements, when assigned
8 to a specific period of time by virtue of a collective bargaining
9 agreement, individual employment contract, customary trade practice,
10 or request of the individual compensated, is considered remuneration
11 for the period to which it is assigned. Assignment clearly occurs
12 when the compensation serves to make the individual eligible for all
13 regular fringe benefits for the period to which the compensation is
14 assigned.

15 (c) Remuneration also includes settlements or other proceeds
16 received by an individual as a result of a negotiated settlement for
17 termination of an individual written employment contract prior to its
18 expiration date. The proceeds are deemed assigned in the same
19 intervals and in the same amount for each interval as compensation
20 was allocated under the contract.

21 (d) Remuneration does not include:

22 (i) The payment of tips;

23 (ii) Supplemental benefit payments made by an employer to an
24 employee in addition to any paid family or medical leave benefits
25 received by the employee; or

26 (iii) Payments to members of the armed forces of the United
27 States, including the organized militia of the state of Washington,
28 for the performance of duty for periods not exceeding seventy-two
29 hours at a time.

30 (20)(a) "Serious health condition" means an illness, injury,
31 impairment, or physical or mental condition that involves:

32 (i) Inpatient care in a hospital, hospice, or residential medical
33 care facility, including any period of incapacity; or

34 (ii) Continuing treatment by a health care provider. A serious
35 health condition involving continuing treatment by a health care
36 provider includes any one or more of the following:

37 (A) A period of incapacity of more than three consecutive, full
38 calendar days, and any subsequent treatment or period of incapacity
39 relating to the same condition, that also involves:

1 (I) Treatment two or more times, within thirty days of the first
2 day of incapacity, unless extenuating circumstances exist, by a
3 health care provider, by a nurse or physician's assistant under
4 direct supervision of a health care provider, or by a provider of
5 health care services, such as a physical therapist, under orders of,
6 or on referral by, a health care provider; or

7 (II) Treatment by a health care provider on at least one occasion
8 which results in a regimen of continuing treatment under the
9 supervision of the health care provider;

10 (B) Any period of incapacity due to pregnancy, or for prenatal
11 care;

12 (C) Any period of incapacity or treatment for such incapacity due
13 to a chronic serious health condition. A chronic serious health
14 condition is one which:

15 (I) Requires periodic visits, defined as at least twice a year,
16 for treatment by a health care provider, or by a nurse under direct
17 supervision of a health care provider;

18 (II) Continues over an extended period of time, including
19 recurring episodes of a single underlying condition; and

20 (III) May cause episodic rather than a continuing period of
21 incapacity, including asthma, diabetes, and epilepsy;

22 (D) A period of incapacity which is permanent or long term due to
23 a condition for which treatment may not be effective. The employee or
24 family member must be under the continuing supervision of, but need
25 not be receiving active treatment by, a health care provider,
26 including Alzheimer's, a severe stroke, or the terminal stages of a
27 disease; or

28 (E) Any period of absence to receive multiple treatments,
29 including any period of recovery from the treatments, by a health
30 care provider or by a provider of health care services under orders
31 of, or on referral by, a health care provider, either for: (I)
32 Restorative surgery after an accident or other injury; or (II) a
33 condition that would likely result in a period of incapacity of more
34 than three consecutive, full calendar days in the absence of medical
35 intervention or treatment, such as cancer, severe arthritis, or
36 kidney disease.

37 (b) The requirement in (a)(i) and (ii) of this subsection for
38 treatment by a health care provider means an in-person visit to a
39 health care provider. The first, or only, in-person treatment visit
40 must take place within seven days of the first day of incapacity.

1 (c) Whether additional treatment visits or a regimen of
2 continuing treatment is necessary within the thirty-day period shall
3 be determined by the health care provider.

4 (d) The term extenuating circumstances in (a)(ii)(A)(I) of this
5 subsection means circumstances beyond the employee's control that
6 prevent the follow-up visit from occurring as planned by the health
7 care provider. Whether a given set of circumstances are extenuating
8 depends on the facts. For example, extenuating circumstances exist if
9 a health care provider determines that a second in-person visit is
10 needed within the thirty-day period, but the health care provider
11 does not have any available appointments during that time period.

12 (e) Treatment for purposes of (a) of this subsection includes,
13 but is not limited to, examinations to determine if a serious health
14 condition exists and evaluations of the condition. Treatment does not
15 include routine physical examinations, eye examinations, or dental
16 examinations. Under (a)(ii)(A)(II) of this subsection, a regimen of
17 continuing treatment includes, but is not limited to, a course of
18 prescription medication, such as an antibiotic, or therapy requiring
19 special equipment to resolve or alleviate the health condition, such
20 as oxygen. A regimen of continuing treatment that includes taking
21 over-the-counter medications, such as aspirin, antihistamines, or
22 salves, or bed rest, drinking fluids, exercise, and other similar
23 activities that can be initiated without a visit to a health care
24 provider, is not, by itself, sufficient to constitute a regimen of
25 continuing treatment for purposes of this title.

26 (f) Conditions for which cosmetic treatments are administered,
27 such as most treatments for acne or plastic surgery, are not serious
28 health conditions unless inpatient hospital care is required or
29 unless complications develop. Ordinarily, unless complications arise,
30 the common cold, the flu, ear aches, upset stomach, minor ulcers,
31 headaches other than migraines, routine dental or orthodontia
32 problems, and periodontal disease are examples of conditions that are
33 not serious health conditions and do not qualify for leave under this
34 title. Restorative dental or plastic surgery after an injury or
35 removal of cancerous growths are serious health conditions provided
36 all the other conditions of this section are met. Mental illness
37 resulting from stress or allergies may be serious health conditions,
38 but only if all the conditions of this section are met.

39 (g)(i) Substance abuse may be a serious health condition if the
40 conditions of this section are met. However, leave may only be taken

1 for treatment for substance abuse by a health care provider or by a
2 licensed substance abuse treatment provider. Absence because of the
3 employee's use of the substance, rather than for treatment, does not
4 qualify for leave under this title.

5 (ii) Treatment for substance abuse does not prevent an employer
6 from taking employment action against an employee. The employer may
7 not take action against the employee because the employee has
8 exercised his or her right to take medical leave for treatment.
9 However, if the employer has an established policy, applied in a
10 nondiscriminatory manner that has been communicated to all employees,
11 that provides under certain circumstances an employee may be
12 terminated for substance abuse, pursuant to that policy the employee
13 may be terminated whether or not the employee is presently taking
14 medical leave. An employee may also take family leave to care for a
15 covered family member who is receiving treatment for substance abuse.
16 The employer may not take action against an employee who is providing
17 care for a covered family member receiving treatment for substance
18 abuse.

19 (h) Absences attributable to incapacity under (a)(ii)(B) or (C)
20 of this subsection qualify for leave under this title even though the
21 employee or the family member does not receive treatment from a
22 health care provider during the absence, and even if the absence does
23 not last more than three consecutive, full calendar days. For
24 example, an employee with asthma may be unable to report for work due
25 to the onset of an asthma attack or because the employee's health
26 care provider has advised the employee to stay home when the pollen
27 count exceeds a certain level. An employee who is pregnant may be
28 unable to report to work because of severe morning sickness.

29 (21) "Service is localized in this state" has the same meaning as
30 described in RCW 50.04.120.

31 (22) "Spouse" means a husband or wife, as the case may be, or
32 state registered domestic partner.

33 (23) "State average weekly wage" means the most recent average
34 weekly wage calculated under RCW 50.04.355 and available on January
35 1st of each year.

36 (24) "Typical workweek hours" means:

37 (a) For an hourly employee, the average number of hours worked
38 per week by an employee since the beginning of the qualifying period;
39 and

1 (b) Forty hours for a salaried employee, regardless of the number
2 of hours the salaried employee typically works.

3 (25) "Wage" or "wages" means:

4 (a) For the purpose of premium assessment, the remuneration paid
5 by an employer to an employee. The maximum wages subject to a premium
6 assessment are those wages as set by the commissioner under RCW
7 50A.10.030;

8 (b) For the purpose of payment of benefits, the remuneration paid
9 by one or more employers to an employee for employment during the
10 employee's qualifying period. At the request of an employee, wages
11 may be calculated on the basis of remuneration payable. The
12 department shall notify each employee that wages are calculated on
13 the basis of remuneration paid, but at the employee's request a
14 redetermination may be performed and based on remuneration payable;
15 and

16 (c) For the purpose of a self-employed person electing coverage
17 under RCW 50A.10.010, the meaning is defined by rule.

18 NEW SECTION. **Sec. 2.** RCW 50A.05.090 (Collective bargaining
19 agreements) and 2019 c 13 s 37 & 2017 3rd sp.s. c 5 s 87 are each
20 repealed.

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