

2SHB 1073 - H AMD 304

By Representative Hoff

NOT ADOPTED 03/03/2021

1 On page 1, line 17, after "workers" insert "and related costs for
2 any additional grants under RCW 50A.24.010"

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4 On page 3, after line 21, insert the following:

5 "Sec. 5. RCW 50A.24.010 and 2019 c 13 s 36 are each amended to
6 read as follows:

7 (1) The legislature recognizes that while family leave and
8 medical leave benefit both employees and employers, there may be
9 costs that disproportionately impact small businesses. To equitably
10 balance the risks among employers, the legislature intends to assist
11 small businesses with the costs of an employee's use of family or
12 medical leave.

13 (2) Employers with one hundred fifty or fewer employees and
14 employers with fifty or fewer employees who are assessed all
15 premiums under RCW 50A.10.030(5)(b) may apply to the department for
16 a grant under this section.

17 (3)(a) An employer may receive a grant of:

18 (i) ((three)) Three thousand dollars if the employer hires a
19 temporary worker to replace an employee on family or medical leave
20 for a period of seven days or more; or

21 (ii) Six thousand dollars if the employer hires a temporary
22 worker to replace an employee on family or medical leave under
23 section 3 of this act for a period of seven days or more.

24 (b) For an employee's family or medical leave, an employer may
25 receive a grant of:

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1 (i) ((up)) Up to one thousand dollars as reimbursement for
2 significant additional wage-related costs due to the employee's
3 leave; or

4 (ii) Up to two thousand dollars as reimbursement for significant
5 additional wage-related costs due to the employee's leave for those
6 employees on leave under section 3 of this act.

7 (c) An employer may receive a grant under (a) or (b) of this
8 subsection, but not both, except that an employer who received a
9 grant under (b) of this subsection may receive a grant of the
10 difference between the grant awarded under (b) of this subsection
11 and three thousand dollars if the employee on leave extended the
12 leave beyond the leave initially planned and the employer hired a
13 temporary worker for the employee on leave.

14 (4) An employer may apply for a grant no more than ten times per
15 calendar year and no more than once for each employee on leave.

16 (5) To be eligible for a grant, the employer must provide the
17 department written documentation showing the temporary worker hired
18 or significant wage-related costs incurred are due to an employee's
19 use of family or medical leave.

20 (6) The department must assess an employer with fewer than fifty
21 employees who receives a grant under this section for all premiums
22 for three years from the date of receipt of a grant.

23 (7) ~~((The))~~ Except for any grants provided for employees on
24 family or medical leave under section 3 of this act, grants under
25 this section shall be funded from the family and medical leave
26 insurance account.

27 (8) The commissioner shall adopt rules as necessary to implement
28 this section.

29 (9) For the purposes of this section, the number of employees
30 must be calculated as provided in RCW 50A.10.030.

31 (10) An employer who has an approved voluntary plan is not
32 eligible to receive a grant under this section."

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1 Renumber the remaining sections consecutively and correct any
2 internal references accordingly.

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4 Correct the title.

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EFFECT: Modifies the intent section to specify that grant costs related to the alternate eligibility under the bill are intended to be funded separately and not impact the family and medical leave insurance account. Provides for additional grant amounts for employee leave under the alternate eligibility. Specifies that grants provided for employee leaves under the alternate eligibility may not be funded from the family and medical leave insurance account.

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