

FINAL BILL REPORT

SSB 5586

C 375 L 23
Synopsis as Enacted

Brief Description: Concerning employees' paid family or medical leave data.

Sponsors: Senate Committee on Labor & Commerce (originally sponsored by Senators King, Robinson and Wellman).

Senate Committee on Labor & Commerce
House Committee on Labor & Workplace Standards

Background: Private and Confidential Information. In general, Paid Family and Medical Leave (PFML) records and information are held private and confidential by the Employment Security Department (ESD). This includes information pertaining to employees and employers. An individual must have access to information concerning that individual held by ESD unless the information is exempt from disclosure under the Public Records Act. Similarly, an employer must have access to its own information relating to any claim or determination for family or medical leave benefits by an individual; information relating to a decision to allow or deny benefits if the decision is based on material information provided by the employer; and information related to the employer's premium assessment. Under certain conditions, ESD may disclose information to a third-party acting on behalf of an individual or employer.

Summary: Interested party means a current employer, a current employer's third-party administrator, or an employee. ESD may specify the term further in rule.

An interested party may have access to the following information related to the employee's claim:

- type of leave being taken;
- requested duration of leave including the approved dates of leave; and
- actual benefits paid and hours claimed whether the employee was approved for benefits and paid benefits for any given week.

Information provided is considered to be accurate based on ESD's information at the time of

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the request and may only be used to administer internal employer leave or benefit practices under established employer policies. ESD may investigate unauthorized uses of records and information in accordance with existing PFML law regarding unlawful practices.

Votes on Final Passage:

Senate	48	0	
House	98	0	(House amended)
Senate	49	0	(Senate concurred)

Effective: January 1, 2024