
HOUSE BILL 1136

State of Washington

68th Legislature

2023 Regular Session

By Representatives Reeves, Reed, Berry, Walen, Ramel, and Pollet

Prefiled 01/05/23. Read first time 01/09/23. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to requiring employers to reimburse employees for
2 necessary expenditures and losses; and adding a new section to
3 chapter 49.12 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 49.12
6 RCW to read as follows:

7 (1) An employer shall reimburse an employee for all necessary
8 expenditures and losses incurred by the employee in direct
9 consequence of the discharge of the employee's duties. Reimbursement
10 must be paid within 30 days of the employer's actual or constructive
11 notice of the expenditure or loss.

12 (2) If an employer does not reimburse the employee as required
13 under this section, the employee may bring a civil cause of action.
14 If the employee prevails, the court shall award the employee
15 reasonable attorneys' fees and costs incurred to enforce this
16 section. Awards carry interest at the same rate as civil judgments
17 under RCW 4.56.110. Interest accrues from the date on which the
18 employee incurred the necessary expenditure or loss.

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