

RCW 49.85.030 Change in control—Applicability—Dislocated grocery worker allowance.

(1) This section only applies to a successor grocery employer that, after a change in control, will own, control, or operate 20 or more grocery establishments.

(2) Notwithstanding other provisions of this chapter, if a successor grocery employer does not hire an eligible grocery worker following a change in control or does not retain an eligible grocery worker for at least 180 days following the change in control or the eligible grocery worker's employment commencement date, whichever is later, the successor grocery company must, unless the eligible grocery worker has quit or has been discharged for cause, provide the eligible grocery employee a dislocated grocery worker allowance equal to one week of pay for each full year of employment with the incumbent grocery employer. The rate of the dislocated grocery worker allowance will be the average regular rate of compensation received during the eligible grocery worker's last three years of employment with the incumbent grocery employer or the final regular rate of compensation paid to the eligible grocery worker, whichever is higher.

(3) The successor grocery employer must provide the greater of the dislocated grocery worker allowance required pursuant to:

(a) Subsection (2) of this section; or

(b) The terms of a relevant collective bargaining agreement, if any. [2024 c 129 s 5.]