
SUBSTITUTE HOUSE BILL 1164

State of Washington

62nd Legislature

2011 Regular Session

By House Labor & Workforce Development (originally sponsored by Representatives Lias, Goodman, Hunt, Reykdal, Ormsby, Frockt, Sells, Upthegrove, Kagi, Jinkins, Fitzgibbon, Kenney, Roberts, Hasegawa, Billig, and Santos)

READ FIRST TIME 02/07/11.

1 AN ACT Relating to providing leave from employment for
2 participating in a child's educational activities; amending RCW
3 49.78.010; adding a new section to chapter 49.78 RCW; providing an
4 effective date; and declaring an emergency.

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

6 **Sec. 1.** RCW 49.78.010 and 2006 c 59 s 1 are each amended to read
7 as follows:

8 The legislature finds that the demands of the workplace and of
9 families need to be balanced to promote family stability and economic
10 security. Workplace leave policies are desirable to accommodate
11 changes in the workforce such as rising numbers of dual-career couples,
12 working single parents, and an aging population. In addition, given
13 the mobility of American society, many people no longer have available
14 community or family support networks and therefore need additional
15 flexibility in the workplace. The legislature declares it to be in the
16 public interest to provide reasonable leave for medical reasons, for
17 the birth or placement of a child, ~~((and))~~ for the care of a family
18 member who has a serious health condition, and for participating in a
19 child's educational activities.

1 NEW SECTION. **Sec. 2.** A new section is added to chapter 49.78 RCW
2 to read as follows:

3 (1) In addition to other leave to which an employee is entitled
4 under this chapter or federal law, an employee is entitled to a total
5 of four hours of unpaid leave during any twelve-month period to attend
6 or otherwise participate in a child's educational activities.

7 (2) Leave under this section is subject to the following
8 conditions:

9 (a) The time of the leave must be mutually agreed upon by the
10 employer and the employee;

11 (b) An employer may require an employee to provide the employer
12 with a written request for leave at least forty-eight hours before the
13 anticipated time of the leave; and

14 (c) An employee is not entitled under subsection (1) of this
15 section to more than four hours of unpaid leave during any twelve-month
16 period for the purpose specified in subsection (1) of this section,
17 regardless of whether the employee has one or more children.

18 (3) As used in this section:

19 (a) "Employee" means any person who is employed by an employer.

20 (b) "Employer" means: (i) Any person, firm, corporation,
21 partnership, business trust, legal representative, or other business
22 entity that engages in any business, industry, profession, or activity
23 in this state; (ii) the state, state institutions, and state agencies;
24 and (iii) any unit of local government.

25 (c) "School" means any: (i) Public school; (ii) private school;
26 (iii) preschool; and (iv) child care center licensed under chapter
27 43.215 RCW.

28 NEW SECTION. **Sec. 3.** This act is necessary for the immediate
29 preservation of the public peace, health, or safety, or support of the
30 state government and its existing public institutions, and takes effect
31 July 1, 2011.

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