
HOUSE BILL 1502

State of Washington

68th Legislature

2023 Regular Session

By Representatives Berry and Gregerson

1 AN ACT Relating to studying the impacts of job protection on the
2 utilization of paid family medical leave benefits; and creating a new
3 section.

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

5 NEW SECTION. **Sec. 1.** (1) Subject to the availability of amounts
6 appropriated for this specific purpose, the University of Washington,
7 through the Evans School of Public Policy and Governance, shall
8 conduct a study on the impacts of the state family and medical leave
9 program's job protection standards on equitable utilization of paid
10 leave benefits under the program.

11 (2) At a minimum, the study must assess the following:

12 (a) The rates at which paid leave benefits under chapter 50A.15
13 RCW are used by persons who qualify for job protection under RCW
14 50A.35.010 or the federal family and medical leave act;

15 (b) Worker perspectives on the effects of job protection under
16 RCW 50A.35.010 and the federal family and medical leave act on the
17 use of paid leave benefits under chapter 50A.15; and

18 (c) Employment outcomes and other impacts for persons using paid
19 leave benefits under chapter 50A.15 RCW.

20 (3)(a) In conducting the study, the university must collect
21 original data directly from workers about paid leave and job

1 protection, including demographic information such as race, gender,
2 income, geography, primary language, and industry or job sector.

3 (b) In developing the study, the university must consult with the
4 advisory committee under RCW 50A.05.030, including the following
5 briefings: An overview on the initial research design with an
6 opportunity to provide feedback; a midpoint update; and final
7 results. The university must consult with the committee regarding
8 appropriate methods for collecting and assessing relevant data in
9 order to protect the reliability of the study.

10 (c) The university may use a combination of private and public
11 resources to design and conduct the study.

12 (4) For the purposes of facilitating the study under this
13 section, the employment security department must:

14 (a) Enter into a data-sharing agreement with the university in
15 accordance with RCW 50A.25.070(3); and

16 (b) Provide technical assistance to, and consult with, the
17 university as necessary.

18 (5) The university must submit a preliminary report, including
19 the initial research design and available preliminary results, by
20 December 1, 2023, and a final report by December 1, 2024, to the
21 governor and the appropriate policy and fiscal committees of the
22 legislature, in accordance with RCW 43.01.036.

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