
HOUSE BILL 2675

State of Washington

66th Legislature

2020 Regular Session

By Representative Robinson; by request of Office of Financial Management

1 AN ACT Relating to allowing the use of parental leave after a
2 pregnancy disability is resolved; and amending RCW 41.04.655.

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

4 **Sec. 1.** RCW 41.04.655 and 2018 c 39 s 2 are each amended to read
5 as follows:

6 Unless the context clearly requires otherwise, the definitions in
7 this section apply throughout RCW 41.04.650 through 41.04.670,
8 28A.400.380, and section 7, chapter 93, Laws of 1989.

9 (1) "Domestic violence" means: (a) Physical harm, bodily injury,
10 assault, or the infliction of fear of imminent physical harm, bodily
11 injury, or assault, between family or household members as defined in
12 RCW 26.50.010; (b) sexual assault of one family or household member
13 by another family or household member; or (c) stalking as defined in
14 RCW 9A.46.110 of one family or household member by another family or
15 household member.

16 (2) "Employee" means any employee of the state, including
17 employees of school districts and educational service districts, who
18 are entitled to accrue sick leave or annual leave and for whom
19 accurate leave records are maintained.

20 (3) "Parental leave" means leave to bond and care for a newborn
21 child after birth or to bond and care for a child after placement for

1 adoption or foster care, for a period of up to sixteen weeks
2 immediately after the birth or placement. However, if the birth
3 parent has a pregnancy disability, the parental leave will begin
4 immediately after the pregnancy disability has resolved. When
5 parental leave is used after a pregnancy disability has resolved, it
6 must be used within the first year after birth.

7 (4) "Pregnancy disability" means a pregnancy-related medical
8 condition or miscarriage.

9 (5) "Program" means the leave sharing program established in RCW
10 41.04.660.

11 (6) "Service in the uniformed services" means the performance of
12 duty on a voluntary or involuntary basis in a uniformed service under
13 competent authority and includes active duty, active duty for
14 training, initial active duty for training, inactive duty training,
15 full-time national guard duty including state-ordered active duty,
16 and a period for which a person is absent from a position of
17 employment for the purpose of an examination to determine the fitness
18 of the person to perform any such duty.

19 (7) "Sexual assault" has the same meaning as set forth in RCW
20 70.125.030.

21 (8) "Stalking" has the same meaning as set forth in RCW
22 9A.46.110.

23 (9) "State agency" or "agency" means departments, offices,
24 agencies, or institutions of state government, the legislature,
25 institutions of higher education, school districts, and educational
26 service districts.

27 (10) "Uniformed services" means the armed forces, the army
28 national guard, and the air national guard of any state, territory,
29 commonwealth, possession, or district when engaged in active duty for
30 training, inactive duty training, full-time national guard duty, or
31 state active duty, the commissioned corps of the public health
32 service, the coast guard, and any other category of persons
33 designated by the president of the United States in time of war or
34 national emergency.

35 (11) "Victim" means a person against whom domestic violence,
36 sexual assault, or stalking has been committed as defined in this
37 section.

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