
SUBSTITUTE HOUSE BILL 2730

State of Washington

66th Legislature

2020 Regular Session

By House Civil Rights & Judiciary (originally sponsored by Representatives Kilduff, Ryu, Klippert, Appleton, Caldier, Davis, Leavitt, and Ormsby)

1 AN ACT Relating to military spouse employment; adding a new
2 section to chapter 73.16 RCW; and adding a new section to chapter
3 38.42 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 73.16
6 RCW to read as follows:

7 (1) The department of veterans affairs, employment security
8 department, and department of commerce shall consult local chambers
9 of commerce, associate development organizations, and businesses to
10 develop a statewide plan for increasing military spouse employment.
11 This statewide plan may include partnerships with chambers of
12 commerce that result in business owners sharing, with the local
13 chambers of commerce, information on the number of military spouses
14 employed and the local chambers of commerce providing this
15 information to the department of veterans affairs.

16 (2) Participants in the plan development are encouraged to work
17 with the Washington state military transition council and county
18 veterans' advisory boards as defined in RCW 73.08.035.

19 (3) Funding for the military spouse employment plan shall be
20 established from existing resources.

1 (4) The department of veterans affairs, employment security
2 department, and department of commerce shall jointly submit a report
3 to the legislature and the joint committee on veterans' and military
4 affairs by December 1, 2020, on the progress of efforts to implement
5 the statewide plan for increasing military spouse employment. The
6 report must include documentation of any findings, next steps, and
7 any policy recommendations.

8 (5) For the purposes of this section, "military spouse" means any
9 person married or previously married to a military service member,
10 irrespective of the length of the marriage, during the military
11 service member's service in any branch of the United States armed
12 forces as an active duty service member, reservist, or national guard
13 member.

14 NEW SECTION. **Sec. 2.** A new section is added to chapter 38.42
15 RCW to read as follows:

16 (1) The spouse of a service member may terminate an employment
17 contract without penalty at any time after the service member
18 receives military service orders for a permanent change of station
19 if:

20 (a) The spouse provides written notice, including email, to the
21 employer of the termination under this section; and

22 (b) The spouse provides written proof to the employer of the
23 official orders showing that the service member has received military
24 orders for a permanent change of station.

25 (2) Termination of an employment contract under this section is
26 effective on the day notice is given under subsection (1) of this
27 section or on a date mutually agreed to by the parties to the
28 employment contract.

29 (3) An employer may not impose any penalty for termination of an
30 employment contract under this section.

31 (4) For purposes of this section:

32 (a) "Employment contract" means a contract that establishes the
33 terms of employment or other professional relationship with the
34 spouse of a service member. "Employment contract" does not include an
35 independent contractor agreement.

36 (b) "Penalty" means any fee or cost or liability for breach of
37 contract or any other adverse consequence imposed by the employer.

1 (5) This section applies prospectively only and not
2 retroactively. It applies only to employment contracts entered into
3 on or after the effective date of this section.

4 (6) Nothing in this section shall be construed as altering the
5 terms, conditions, or practices contained in any collective
6 bargaining agreement in effect on the effective date of this section
7 until the expiration date of such agreement.

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