

**2SHB 1073 - H AMD 304**

By Representative Hoff

1 On page 1, line 17, after "workers" insert "and related costs for  
2 any additional grants under RCW 50A.24.010"

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4 On page 3, after line 21, insert the following:

5 "Sec. 5. RCW 50A.24.010 and 2019 c 13 s 36 are each amended to  
6 read as follows:

7 (1) The legislature recognizes that while family leave and  
8 medical leave benefit both employees and employers, there may be  
9 costs that disproportionately impact small businesses. To equitably  
10 balance the risks among employers, the legislature intends to assist  
11 small businesses with the costs of an employee's use of family or  
12 medical leave.

13 (2) Employers with one hundred fifty or fewer employees and  
14 employers with fifty or fewer employees who are assessed all  
15 premiums under RCW 50A.10.030(5)(b) may apply to the department for  
16 a grant under this section.

17 (3)(a) An employer may receive a grant of:

18 (i) ((three)) Three thousand dollars if the employer hires a  
19 temporary worker to replace an employee on family or medical leave  
20 for a period of seven days or more; or

21 (ii) Six thousand dollars if the employer hires a temporary  
22 worker to replace an employee on family or medical leave under  
23 section 3 of this act for a period of seven days or more.

24 (b) For an employee's family or medical leave, an employer may  
25 receive a grant of:

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1        ~~(i)~~ ~~((up))~~ Up to one thousand dollars as reimbursement for  
2 significant additional wage-related costs due to the employee's  
3 leave; or

4        (ii) Up to two thousand dollars as reimbursement for significant  
5 additional wage-related costs due to the employee's leave for those  
6 employees on leave under section 3 of this act.

7        (c) An employer may receive a grant under (a) or (b) of this  
8 subsection, but not both, except that an employer who received a  
9 grant under (b) of this subsection may receive a grant of the  
10 difference between the grant awarded under (b) of this subsection  
11 and three thousand dollars if the employee on leave extended the  
12 leave beyond the leave initially planned and the employer hired a  
13 temporary worker for the employee on leave.

14        (4) An employer may apply for a grant no more than ten times per  
15 calendar year and no more than once for each employee on leave.

16        (5) To be eligible for a grant, the employer must provide the  
17 department written documentation showing the temporary worker hired  
18 or significant wage-related costs incurred are due to an employee's  
19 use of family or medical leave.

20        (6) The department must assess an employer with fewer than fifty  
21 employees who receives a grant under this section for all premiums  
22 for three years from the date of receipt of a grant.

23        (7) ~~((The))~~ Except for any grants provided for employees on  
24 family or medical leave under section 3 of this act, grants under  
25 this section shall be funded from the family and medical leave  
26 insurance account.

27        (8) The commissioner shall adopt rules as necessary to implement  
28 this section.

29        (9) For the purposes of this section, the number of employees  
30 must be calculated as provided in RCW 50A.10.030.

31        (10) An employer who has an approved voluntary plan is not  
32 eligible to receive a grant under this section."

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1        Renumber the remaining sections consecutively and correct any  
2 internal references accordingly.

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4        Correct the title.

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EFFECT:    Modifies the intent section to specify that grant costs related to the alternate eligibility under the bill are intended to be funded separately and not impact the family and medical leave insurance account. Provides for additional grant amounts for employee leave under the alternate eligibility. Specifies that grants provided for employee leaves under the alternate eligibility may not be funded from the family and medical leave insurance account.

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