

2SHB 1073 - H AMD 305

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 three thousand dollars  
18 if the employer hires a temporary worker to replace an employee on  
19 family or medical leave for a period of seven days or more.

20 (b) For an employee's family or medical leave, an employer may  
21 receive a grant of up to one thousand dollars as reimbursement for  
22 significant additional wage-related costs due to the employee's leave.

23 (c) An employer may receive a grant under (a) or (b) of this  
24 subsection, but not both, except that an employer who received a  
25 grant under (b) of this subsection may receive a grant of the  
26 difference between the grant awarded under (b) of this subsection  
27 and three thousand dollars if the employee on leave extended the

1 leave beyond the leave initially planned and the employer hired a  
2 temporary worker for the employee on leave.

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

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

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

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

16 (8) The commissioner shall adopt rules as necessary to implement  
17 this section.

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

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

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23 Renumber the remaining sections consecutively and correct any  
24 internal references accordingly.

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26 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. 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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