
SUBSTITUTE HOUSE BILL 1136

State of Washington

68th Legislature

2023 Regular Session

By House Labor & Workplace Standards (originally sponsored by Representatives Reeves, Reed, Berry, Walen, Ramel, and Pollet)

1 AN ACT Relating to requiring employers to reimburse employees for
2 necessary expenditures and losses; adding a new section to chapter
3 49.12 RCW; and providing an effective date.

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

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 49.12
6 RCW to read as follows:

7 (1) An employer shall reimburse an employee for all necessary
8 expenditures and losses incurred by the employee in direct
9 consequence of the discharge of the employee's duties. Reimbursement
10 must be paid within 30 days of the employer's actual or constructive
11 notice of the expenditure or loss.

12 (2) The failure of an employer to reimburse an employee under
13 this section constitutes a loss of wages equal to the amount of the
14 reimbursement owed to the employee.

15 (3) The department may adopt rules to implement and enforce this
16 section. For the purpose of enforcing this section, the reimbursement
17 requirement under this section constitutes a wage payment requirement
18 under RCW 49.48.082.

1 NEW SECTION. **Sec. 2.** This act takes effect July 1, 2024.

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