
HOUSE BILL 1694

State of Washington

64th Legislature

2015 Regular Session

By Representatives Sells, Peterson, Walkinshaw, McBride, Ormsby, Fitzgibbon, S. Hunt, Reykdal, Moscoso, and Pollet

Read first time 01/26/15. Referred to Committee on Labor.

1 AN ACT Relating to retail and service employees who work on
2 Thanksgiving day; amending RCW 49.46.020; and adding a new section to
3 chapter 49.46 RCW.

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

5 **Sec. 1.** RCW 49.46.020 and 1999 c 1 s 1 are each amended to read
6 as follows:

7 (1) Until January 1, 1999, every employer shall pay to each of
8 his or her employees who has reached the age of eighteen years wages
9 at a rate of not less than four dollars and ninety cents per hour.

10 (2) Beginning January 1, 1999, and until January 1, 2000, every
11 employer shall pay to each of his or her employees who has reached
12 the age of eighteen years wages at a rate of not less than five
13 dollars and seventy cents per hour.

14 (3) Beginning January 1, 2000, and until January 1, 2001, every
15 employer shall pay to each of his or her employees who has reached
16 the age of eighteen years wages at a rate of not less than six
17 dollars and fifty cents per hour.

18 (4)(a) Beginning on January 1, 2001, and each following January
19 1st as set forth under (b) of this subsection, every employer shall
20 pay to each of his or her employees who has reached the age of

1 eight years wages at a rate of not less than the amount
2 established under (b) of this subsection.

3 (b) On September 30, 2000, and on each following September 30th,
4 the department of labor and industries shall calculate an adjusted
5 minimum wage rate to maintain employee purchasing power by increasing
6 the current year's minimum wage rate by the rate of inflation. The
7 adjusted minimum wage rate shall be calculated to the nearest cent
8 using the consumer price index for urban wage earners and clerical
9 workers, CPI-W, or a successor index, for the twelve months prior to
10 each September 1st as calculated by the United States department of
11 labor. Each adjusted minimum wage rate calculated under this
12 subsection (4)(b) takes effect on the following January 1st.

13 (5) The director shall by regulation establish the minimum wage
14 for employees under the age of eighteen years.

15 (6)(a) Beginning November 1, 2015, a retail or service
16 establishment employer shall pay each of its retail or service
17 employees for hours the employee works on Thanksgiving day wages at a
18 rate of three times the amount of the employee's hourly rate. If the
19 hours worked on Thanksgiving day are hours that the employer would be
20 required to pay overtime under RCW 49.46.130, the wage rate under
21 this subsection shall be the wage rate used for the hours the
22 employee works on Thanksgiving day.

23 (b) A retail or service employer is not required to pay treble
24 wages if the employee is covered by a collective bargaining agreement
25 that does not require the employee to be paid at that wage rate.

26 NEW SECTION. Sec. 2. A new section is added to chapter 49.46
27 RCW to read as follows:

28 A retail or service establishment employer or any person acting
29 on behalf of the employer may not adversely affect the employment
30 status, wages, hours, or employment conditions of a retail or service
31 employee for the employee's refusal to work on Thanksgiving day.

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