



# PREPROPOSAL STATEMENT OF INQUIRY

**CR-101 (June 2004)**  
(Implements RCW 34.05.310)  
Do **NOT** use for expedited rule making

**Agency:** Department of Labor and Industries

**Subject of possible rule making:** Chapter 296-128 WAC, Minimum wages; Chapter 296-131 WAC, Agriculture Employment Standards; and Chapter 296-126 WAC, Standards of Labor for the Protection of the Safety, Health and Welfare of Employees for all Occupations subject to Chapter 49.12 RCW

**Statutes authorizing the agency to adopt rules on this subject:** Initiative Measure 1433, Chapter 49.46 RCW, RCW 49.12 RCW, and RCW 43.22.270

**Reasons why rules on this subject may be needed and what they might accomplish:** The purpose of this rulemaking is to consider rules pertaining to the retaliation and enforcement directives related to the implementation of Initiative 1433, An Act Related to Fair Labor Standard. Initiative 1433 passed on November 8, 2016 and requires, in part, employers provide paid sick leave to employees starting in 2018. Initiative 1433 directs the Department to adopt and implement rules to carry out and enforce the act.

**Identify other federal and state agencies that regulate this subject and the process coordinating the rule with these agencies:** No other federal or state agency regulates sick leave. The U.S. Department of Labor (U.S. DOL) administers the federal Fair Labor Standards Act and regulates federal minimum wage and overtime requirements. Any coordination needed will be done by the department through review of U.S. DOL regulations and guidance.

**Process for developing new rule (check all that apply):**

- Negotiated rule making
- Pilot rule making
- Agency study

Other (describe) The department will develop the rule language with input from interested parties. For more information on this rulemaking, visit L&I's laws and rules website at: <http://www.lni.wa.gov/LawRule/> or contact the individual below.

**How interested parties can participate in the decision to adopt the new rule and formulation of the proposed rule before publication:**

(List names, addresses, telephone, fax numbers, and e-mail of persons to contact; describe meetings, other exchanges of information, etc.)

**Contact:**

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**DATE**  
July 5, 2017

**NAME (TYPE OR PRINT)**  
Joel Sacks

**SIGNATURE**

**TITLE**  
Director

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STATE OF WASHINGTON  
FILED

**DATE:** July 05, 2017

**TIME:** 11:46 AM

**WSR 17-14-112**