

**WAC 357-31-460 For what purposes must parental leave be granted?**

- (1) Employers must grant parental leave to employees for purposes of:
  - (a) The birth and care of a newborn child of the employee; or
  - (b) Placement of a minor/dependent child with the employee for adoption or foster care.
- (2) Parental leave must be taken during the first year following the child's birth or placement of the minor/dependent child with the employee for adoption or foster care.

[Statutory Authority: Chapter 41.06 RCW. WSR 07-03-054, § 357-31-460, filed 1/12/07, effective 2/15/07; WSR 05-08-140, § 357-31-460, filed 4/6/05, effective 7/1/05.]