

**GREEN = Bill alive**

**THERE MAY BE OTHER BILLS THAT COULD FALL INTO THESE CATEGORIES THAT ARE NOT LISTED HERE.**

**Work Place Environment (Effects HR)**

- Sexual Harassment/Stalking reporting, protection of information:
  - SB 5845 Sexual Harassment policies, training and reporting requirements - This bill creates new reporting requirements for sexual harassment complaints and individual investigation outcomes for all State of Washington agencies and entities.
  - **SHB 1692 Agency employees/harassment** - Exempts from public disclosure certain records concerning agency employees who have made a claim of workplace sexual harassment or stalking
  - **ESSB 5258 Isolated worker protection** - Preventing the sexual harassment and sexual assault of certain isolated workers.
- Meal and Rest Periods - Breaks
  - **HB 1155/SB 5190 Meal and rest periods for certain health care workers** - Provides that certain hospital employees must be allowed to take uninterrupted and non-intermittent meal and rest periods, except under limited circumstances.
  - SB 5373 Concerning meal and rest breaks and mandatory overtime for certain health care employees.
  - **HB 1930/SB 5911 Concerning reasonable accommodation for the expression of breast milk in the workplace.** Provides that for the purposes of reasonable accommodation for pregnancy, employers must provide reasonable break time for an employee to express breast milk for two years after the child's birth and provide a private location, other than a bathroom, to express breast milk.
- Domestic Violence
  - **HB 1056 Domestic Violence/Workplace** – Creates a task force to identify the role of the workplace in helping curb domestic violence.
  - **HB 1533 D.V. Resources in Workplace** - Making information about domestic violence resources available in the workplace.
  - SB 5149 Domestic violence monitoring - Monitoring of domestic violence perpetrators.
- Leave
  - HB 1145 State Employee Child Care – Expands reasons for shared leave to include someone whose child is too sick to attend child care. Creates the child care shared leave pool. States that OFM will provide bring your infant to work program model policy to agencies.
  - **ESB 5294 Legislative Service Leave** - Creating leave provisions for legislative service.
  - **SHB 1399/SSB 5449 Paid family & medical leave** - Makes technical corrections and reorganizes the Paid Family and Medical Leave (PFML) statutes.
  - SB 5539 Family & med. leave/coverage
- Classification
  - **HB 1515/SB 5513 The Employee Fair Classification Act**

## Work Place Rules (Effects HR, LR)

- Scheduling
  - **HB 1491/SB 5717** – Does not apply to state employers but addresses notice of work schedules, giving additional hours to existing employees...
- Military/Veteran
  - **HB 1328/SB 5772** – Requires OFM to develop a plan, DVA a campaign and agencies to submit data
  - **SHB1812** Military Spouses - Adds military spouse as a state hiring preference and a permissive preference for private employers. Establishes work group.
  - **HB 1650** LQBT Coordinator/veterans – Creates Coordinator within DVA, Requires DVA report to the Governor. Coordinator will conduct outreach/provide assistance for unique needs of veterans who are LGBT and their spouses/dependents.
- Wage and Salary Information
  - **HB 1696** This bill prohibits an employer from seeking the wage or salary history of an applicant for employment and requires the employer to provide information about wage scales and salaries to employees.
  - **HB 1087/SB 5331 Long-Term Services & Support** – Establishes a trust program that provides up to \$36,500 in lifetime benefits for eligible beneficiaries to apply to the cost of their long-term care. Assesses a .58 percent premium on an employee's wages to fund the Trust Program.
  - **SB 5090 Wage and salary information** - Prohibits an employer from seeking an applicant's wage or salary history or requiring that the wage or salary history meet certain criteria with limited exceptions. Provides for Department of Labor & Industries investigations and enforcement, damages, and penalties.
  - **SB 5217 Industrial insurance wage loss** - Changes the methods to calculate wages for injured workers with industrial insurance claims.
- State Resident Exam Preference
  - **SB 5101** Establishes the state employment resident hiring preference act.
- Unlawful Employment Practice
  - **SB 5807** - Does not allow an employer to require, as a condition of employment, that any employee or prospective employee refrain from using a substance that is lawful to use under the laws of Washington during nonworking hours, except when the restriction relates to a bona fide occupational qualification; or the performance of work while impaired. Will not apply if an applicable collective bargaining agreement prohibits off-duty use of the substance.
  - **SB 5165 Concerning discrimination based on citizenship or immigration status.** Prohibits discrimination by employers, potential employers, labor organizations, or employment agencies based on citizenship or immigration status.
- Staffing
  - **SB 5344 - Concerning staffing committees and limiting the total number of hours nurses can work across all health care settings to sixty hours in a week.**

### **Public Disclosure (Effects PRA, HR):**

- **SHB1195/SB5112** Campaign finance - Concerning the efficient administration of campaign finance and public disclosure reporting and enforcement.
- SB5866 Public disclosure committee members - Concerning the appointment of public disclosure commission members.
- HB 1888 Employee info disclosure - Protecting employee information from public disclosure.
- SB 5455/**HB1385 FDA nonpublic information** - Exempting United States food and drug administration nonpublic information from disclosure under the state public disclosure act.
- SB5929/**HB2020 Employment investigations** - Exempting the disclosure of names in employment investigation records.
- **2SSB 5064/SHB 1071- Personal information** - Expands the definition of "personal information" in the data breach notice laws. Modifies data breach notice requirements.
- **HB 2020/SB 5929 - Exempting the disclosure of names in employment investigation records -** Expands the public disclosure exemption for records compiled by an employer-agency in an ongoing and active investigation of employment discrimination to include the names of complainants, other accusers, and witnesses after the investigation is complete. Allows disclosure of those names if the person consents, and requires employer-agencies to inform those people that their name will be redacted unless they consent to disclosure.

### **Labor Relations Collective Bargaining bills (Effects LR, HR)**

- HB 1217/SB 5481 – DFW Officer Bargaining - Establishes a coalition of commissioned officers, detectives, and sergeants of the department of fish and wildlife for the purposes of collective bargaining, including interest arbitration.
- **HB 2037 – DFW Sergeants/Interest Arb** – Provides Sergeants of DFW interest arbitration under certain circumstances.
- **SB 5199 Correctional employees arbitration** – Grants certain correctional employees binding interest arbitration.
- **SB 5022 – Higher Ed/ Interest Arb** – Provides interest arbitration rights to certain higher ed uniformed personnel.
- **HB 1299/SB 5297 – Assistant AG Bargaining** - The bill would provide collective bargaining rights to assistant attorney's general and provide for one master collective bargaining agreement negotiated by LRS on behalf of the Governor with the AAG's.
- **HB2017** Admin law judge bargaining
- Union Dues
  - **HB 1575/SB 5623 – Collective Bargaining/Dues** - Prevents any suits related to recovering fair share fees or agency fees paid prior to June 27, 2018, when the Janus case was decided and denies standing to anyone pursuing a claim to recover moneys paid out as fees. Removes union security from CBA's, but allows payroll deductions for dues to be authorized by employees in writing, electronic, or by recorded voice and allows employers to make dues deductions in reliance upon the union's information that a deduction has been authorized.

- **HB 1845 – Deduction of Union Dues** - Provides that employer can deduct union dues only upon direct authorization of employee to the employer and must be done biannually, on a specified form and allows for dues to be revoked at any time
- **SB5691/SHB1452 – Legislature bargaining** - Extending collective bargaining rights to employees of the legislative branch of state government.
- **HB1333 Bargaining/judicial assistant** - Changing the definition of public employee for public employees' collective bargaining.