
ENGROSSED SUBSTITUTE SENATE BILL 5761

AS AMENDED BY THE HOUSE

Passed Legislature - 2022 Regular Session

State of Washington 67th Legislature 2022 Regular Session

By Senate Labor, Commerce & Tribal Affairs (originally sponsored by Senators Randall, Keiser, Nguyen, Nobles, Saldaña, Stanford, Wellman, and C. Wilson)

READ FIRST TIME 01/28/22.

1 AN ACT Relating to employer requirements for providing wage and
2 salary information to applicants for employment; amending RCW
3 49.58.110; and providing an effective date.

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

5 **Sec. 1.** RCW 49.58.110 and 2019 c 345 s 3 are each amended to
6 read as follows:

7 (1) ~~((Upon request of an applicant for employment after the~~
8 ~~employer has initially offered the applicant the position, the)) The~~
9 ~~employer must ((provide the minimum wage or salary for the position~~
10 ~~for which the applicant is applying)) disclose in each posting for~~
11 ~~each job opening the wage scale or salary range, and a general~~
12 ~~description of all of the benefits and other compensation to be~~
13 ~~offered to the hired applicant. For the purposes of this section,~~
14 ~~"posting" means any solicitation intended to recruit job applicants~~
15 ~~for a specific available position, including recruitment done~~
16 ~~directly by an employer or indirectly through a third party, and~~
17 ~~includes any postings done electronically, or with a printed hard~~
18 ~~copy, that includes qualifications for desired applicants.~~

19 (2) Upon request of an employee offered an internal transfer to a
20 new position or promotion, the employer must provide the wage scale
21 or salary range for the employee's new position.

1 (3) (~~If no wage scale or salary range exists, the employer must~~
2 ~~provide the minimum wage or salary expectation set by the employer~~
3 ~~prior to posting the position, making a position transfer, or making~~
4 ~~the promotion.~~

5 ~~(4))~~ This section only applies to employers with (~~fifteen~~) 15
6 or more employees.

7 (~~(5) An individual~~) (4) A job applicant or an employee is
8 entitled to the remedies in RCW 49.58.060 and 49.58.070 for
9 violations of this section. Recovery of any wages and interest must
10 be calculated from the first date wages were owed to the employee.

11 NEW SECTION. **Sec. 2.** This act takes effect January 1, 2023.

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