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**SUBSTITUTE HOUSE BILL 1142**

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**State of Washington**

**69th Legislature**

**2025 Regular Session**

**By** House Postsecondary Education & Workforce (originally sponsored by Representatives Macri, Ryu, Reed, Callan, Farivar, Simmons, Street, Ormsby, Lekanoff, Reeves, Hill, and Tharinger; by request of Department of Social and Health Services)

READ FIRST TIME 01/31/25.

1 AN ACT Relating to standardizing basic training and certification  
2 requirements for long-term care workers who provide in-home care for  
3 their family members, including spouses or domestic partners;  
4 amending RCW 18.88B.041 and 74.39A.076; creating a new section; and  
5 providing an expiration date.

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

7 **Sec. 1.** RCW 18.88B.041 and 2024 c 322 s 1 are each amended to  
8 read as follows:

9 (1) The following long-term care workers are not required to  
10 become a certified home care aide pursuant to this chapter:

11 (a) (i) (A) Registered nurses, licensed practical nurses, certified  
12 nursing assistants or persons who are in an approved training program  
13 for certified nursing assistants under chapter 18.88A RCW, medicare-  
14 certified home health aides, or other persons who hold a similar  
15 health credential, as determined by the secretary, or persons with  
16 special education training and an endorsement granted by the  
17 superintendent of public instruction, as described in RCW  
18 28A.300.010, if the secretary determines that the circumstances do  
19 not require certification.

1 (B) A person who was initially hired as a long-term care worker  
2 prior to January 7, 2012, and who completes all of the training  
3 requirements in effect as of the date the person was hired.

4 (ii) Individuals exempted by (a)(i) of this subsection may obtain  
5 certification as a home care aide without fulfilling the training  
6 requirements in RCW 74.39A.074(1)(d)(ii) but must successfully  
7 complete a certification examination pursuant to RCW 18.88B.031.

8 (b) All long-term care workers employed by community residential  
9 service businesses.

10 (c)(i) (~~An individual provider~~) A long-term care worker  
11 providing in-home care and caring only for the (~~individual~~  
12 ~~provider's~~) worker's child or parent, including when related by  
13 marriage or domestic partnership; (~~and~~)

14 (ii) (~~An individual provider~~) A long-term care worker providing  
15 in-home care and caring only for the (~~individual provider's~~)  
16 worker's sibling, aunt, uncle, cousin, niece, nephew, grandparent, or  
17 grandchild, including when related by marriage or domestic  
18 partnership; and

19 (iii) A long-term care worker providing in-home care and caring  
20 only for the worker's spouse or domestic partner.

21 (d) A person working as (~~an individual provider~~) a long-term  
22 care worker providing in-home care who provides 20 hours or less of  
23 nonrespite care for one person in any calendar month.

24 (e) A person working as (~~an individual provider~~) a long-term  
25 care worker providing in-home care who only provides respite services  
26 and works less than 300 hours in any calendar year.

27 (~~(f) A long-term care worker providing approved services only~~  
28 ~~for a spouse or registered domestic partner, pursuant to the long-~~  
29 ~~term services and supports trust program established in chapter~~  
30 ~~50B.04 RCW.~~

31 (~~(g) A long-term care worker providing approved services only for~~  
32 ~~a spouse or registered domestic partner and funded through the United~~  
33 ~~States department of veterans affairs home and community-based~~  
34 ~~programs.~~)

35 (2) A long-term care worker exempted by this section from the  
36 training requirements contained in RCW 74.39A.074 may not be  
37 prohibited from enrolling in training pursuant to that section.

38 (3) The department shall adopt rules to implement this section.

1       **Sec. 2.** RCW 74.39A.076 and 2024 c 322 s 2 are each amended to  
2 read as follows:

3       (1) Beginning January 7, 2012, except for long-term care workers  
4 exempt from certification under RCW 18.88B.041(1) (a):

5       (a) A parent who is the (~~individual provider~~) long-term care  
6 worker providing in-home care only for the person's developmentally  
7 disabled child, including when related by marriage or domestic  
8 partnership, must receive 12 hours of training relevant to the needs  
9 of individuals with developmental disabilities within the first 120  
10 days after becoming (~~an individual provider~~) a long-term care  
11 worker.

12       (b) ((A)) Beginning July 1, 2026, a spouse or registered domestic  
13 partner who is a long-term care worker providing in-home care only  
14 for a spouse or domestic partner(~~, pursuant to the long-term~~  
15 ~~services and supports trust program established in chapter 50B.04~~  
16 ~~RCW,~~) must receive 15 hours of basic training, and at least six  
17 hours of additional focused training based on the care-receiving  
18 spouse's or partner's needs, within the first 120 days after becoming  
19 ((a)) an in-home long-term care worker.

20       (c) A person working as (~~an individual provider~~) a long-term  
21 care worker providing in-home care who (i) provides respite care  
22 services only for individuals with developmental disabilities  
23 receiving services under Title 71A RCW or only for individuals who  
24 receive services under this chapter, and (ii) works 300 hours or less  
25 in any calendar year, must complete 14 hours of training within the  
26 first 120 days after becoming (~~an individual provider~~) a long-term  
27 care worker providing in-home care. Five of the 14 hours must be  
28 completed before becoming eligible to provide care, including two  
29 hours of orientation training regarding the caregiving role and terms  
30 of employment and three hours of safety training. The training  
31 partnership identified in RCW 74.39A.360 must offer at least 12 of  
32 the 14 hours online, and five of those online hours must be  
33 individually selected from elective courses.

34       (d) (~~Individual providers~~) Long-term care workers identified in  
35 (d)(i) or (ii) of this subsection must complete 35 hours of training  
36 within the first 120 days after becoming (~~an individual provider~~) a  
37 long-term care worker. Five of the 35 hours must be completed before  
38 becoming eligible to provide care. Two of these five hours shall be  
39 devoted to an orientation training regarding (~~an individual~~  
40 ~~provider's~~) a long-term care worker's role as caregiver and the

1 applicable terms of employment, and three hours shall be devoted to  
2 safety training, including basic safety precautions, emergency  
3 procedures, and infection control. (~~Individual providers~~) Long-term  
4 care workers subject to this requirement include:

5 (i) (A) Unless covered by (a) of this subsection, (~~an individual~~  
6 ~~provider~~) a long-term care worker providing in-home care and caring  
7 only for the (~~individual provider's~~) worker's child or parent,  
8 including when related by marriage or domestic partnership;

9 (B) (~~An individual provider~~) A long-term care worker providing  
10 in-home care and caring only for the (~~individual provider's~~) long-  
11 term care worker's sibling, aunt, uncle, cousin, niece, nephew,  
12 grandparent, or grandchild, including when related by marriage or  
13 domestic partnership; and

14 (ii) A person working as (~~an individual provider~~) a long-term  
15 care worker providing in-home care who provides 20 hours or less of  
16 care for one person in any calendar month(~~;~~ ~~and~~

17 ~~(iii) A long-term care worker providing approved services only~~  
18 ~~for a spouse or registered domestic partner and funded through the~~  
19 ~~United States department of veterans affairs home and community-based~~  
20 ~~programs)).~~

21 (2) In computing the time periods in this section, the first day  
22 is the date of hire.

23 (3) Only training curriculum approved by the department may be  
24 used to fulfill the training requirements specified in this section.  
25 The department shall only approve training curriculum that:

26 (a) Has been developed with input from consumer and worker  
27 representatives; and

28 (b) Requires comprehensive instruction by qualified instructors.

29 (4) If a pandemic, natural disaster, or other declared state of  
30 emergency impacts the ability of long-term care workers to complete  
31 training as required by this section, the department may adopt rules  
32 to allow long-term care workers additional time to complete the  
33 training requirements.

34 (a) Rules adopted under this subsection (4) are effective until  
35 the termination of the pandemic, natural disaster, or other declared  
36 state of emergency or until the department determines that all long-  
37 term care workers who were unable to complete the training required  
38 in subsection (1) of this section have had adequate access to  
39 complete the required training, whichever is later. Once the

1 department determines a rule adopted under this subsection (4) is no  
2 longer necessary, it must repeal the rule under RCW 34.05.353.

3 (b) Within 12 months of the termination of the pandemic, natural  
4 disaster, or other declared state of emergency, the department shall  
5 conduct a review of training compliance with subsection (1) of this  
6 section and provide the legislature with a report.

7 (5) The department shall adopt rules to implement this section.

8 NEW SECTION. **Sec. 3.** (1) Within 120 days after becoming a long-  
9 term care worker, a long-term care worker providing approved services  
10 only for a spouse or registered domestic partner and funded through  
11 the United States department of veterans affairs home and community-  
12 based programs must receive 35 hours of training, five of which must  
13 be completed before becoming eligible to provide care and divided as  
14 follows:

15 (a) Two hours of orientation training relevant to the role of a  
16 long-term care worker as a caregiver and the applicable terms of  
17 employment; and

18 (b) Three hours of safety training, including basic safety  
19 precautions, emergency procedures, and infection control.

20 (2) This section expires July 1, 2026.

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