
HOUSE BILL 1524

State of Washington

69th Legislature

2025 Regular Session

By Representatives Obras, Scott, Fosse, Hill, Gregerson, Reed, Berry, Parshley, Salahuddin, Peterson, Simmons, Ormsby, Macri, and Pollet

Read first time 01/22/25. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to ensuring compliance with and enforcement of
2 certain workplace standards and requirements applicable to employers
3 of isolated employees; and amending RCW 49.60.515.

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

5 **Sec. 1.** RCW 49.60.515 and 2019 c 392 s 1 are each amended to
6 read as follows:

7 (1) Every hotel, motel, retail, or security guard entity, or
8 property services contractor, who employs an isolated employee, must:

9 (a) Adopt a sexual harassment policy;

10 (b) Provide mandatory training on an annual basis to the
11 employer's managers, supervisors, and isolated employees to:

12 (i) Prevent sexual assault and sexual harassment in the
13 workplace;

14 (ii) Prevent sexual discrimination in the workplace; and

15 (iii) Educate the employer's workforce regarding protection for
16 isolated employees who report violations of a state or federal law,
17 rule, or regulation;

18 (c) Provide a list of resources for the employer's isolated
19 employees to utilize. At a minimum, the resources must include
20 contact information of the equal employment opportunity commission,
21 the Washington state human rights commission, and local advocacy

1 groups focused on preventing sexual harassment and sexual assault;
2 and

3 (d) Provide a panic button to each isolated employee. The
4 department must publish advice and guidance for employers with fifty
5 or fewer employees relating to this subsection (1)(d). This
6 subsection (1)(d) does not apply to contracted security guard
7 companies licensed under chapter 18.170 RCW.

8 (2)(a) A property services contractor shall submit the following
9 to the department on a quarterly basis on a form or in a manner
10 determined by the department:

11 (i) The date of adoption of the sexual harassment policy required
12 in subsection (1)(a) of this section;

13 (ii) The number of managers, supervisors, and isolated employees
14 trained as required by subsection (1)(b) of this section; and

15 (iii) The physical address of the work location or locations at
16 which janitorial services are provided by workers of the property
17 services contractor, and for each location: (A) The total number of
18 workers or contractors of the property services contractor who
19 perform janitorial services; and (B) the total hours worked.

20 (b) The department must make aggregate data submitted as required
21 in this subsection (2) available upon request.

22 (c) The department may adopt rules to implement this subsection
23 (2).

24 (3)(a) The department shall investigate any complaint filed with
25 the department alleging a violation of this section, except the
26 department may not investigate an alleged violation that occurred
27 more than three years before the filing of the complaint.

28 (b) The department shall issue either a citation and notice of
29 assessment or a determination of compliance, within 90 days after the
30 date on which the department received the complaint, unless the
31 complaint is otherwise resolved. The department may extend the period
32 by providing advance written notice to the complainant and the
33 employer setting forth good cause for an extension of the period and
34 specifying the duration of the extension. If the department
35 investigation finds that the complainant's allegation cannot be
36 substantiated, the department shall issue a closure letter to the
37 complainant and the employer detailing such finding.

38 (c) If the department finds a violation of this section, the
39 department shall order the employer to pay the department a civil
40 penalty. The maximum penalty is \$1,000 for each violation, except the

1 maximum penalty is increased to \$2,500 for the fourth and subsequent
2 violation. The department may, at any time, waive or reduce a civil
3 penalty assessed under this section if the department determines that
4 the employer has taken corrective action to resolve the violation.
5 Monetary penalties collected under this section must be deposited
6 into the general fund.

7 (4) For the purposes of this section:

8 (a) "Department" means the department of labor and industries.

9 (b) "~~(Employee)~~ Isolated employee" means an ~~((individual who~~
10 ~~spends a majority of))~~ employee who:

11 (i) (A) Performs work in an area where two or more coworkers,
12 supervisors, or a combination thereof are unable to immediately
13 respond to a call of distress or emergency; or (B) spends at least 50
14 percent of her or his working hours ((alone, or whose primary work
15 responsibility involves working without another coworker present, and
16 who is)) without a supervisor or another coworker present; and

17 (ii) Is employed by an employer as a janitor, security guard,
18 hotel or motel housekeeper, or room service attendant.

19 (c) "Employer" means any person, association, partnership,
20 property services contractor, or public or private corporation,
21 whether for-profit or not, who employs one or more persons.

22 (d) "Panic button" means an emergency contact device carried by
23 an isolated employee by which the isolated employee may summon
24 immediate on-scene assistance from another worker, a security guard,
25 or a representative of the employer.

26 (e) "Property services contractor" means any person or entity
27 that employs workers: (i) To perform labor for another person to
28 provide commercial janitorial services; or (ii) on behalf of an
29 employer to provide commercial janitorial services. "Property
30 services contractor" does not mean the employment security department
31 or individuals who perform labor under an agreement for exchanging
32 their own labor or services with each other, provided the work is
33 performed on land owned or leased by the individuals.

34 (f) "Security guard" means an individual who is principally
35 employed as, or typically referred to as, a security officer or
36 guard, regardless of whether the individual is employed by a private
37 security company or a single employer or whether the individual is
38 required to be licensed under chapter 18.170 RCW.

39 ~~((4) (a) Hotels and motels with sixty or more rooms must meet the~~
40 ~~requirements of this section by January 1, 2020.~~

1 ~~(b) All other employers identified in subsection (1) of this~~
2 ~~section must meet the requirements of this section by January 1,~~
3 ~~2021.)~~)

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