

SENATE BILL REPORT

SB 5761

As of January 13, 2022

Title: An act relating to employer requirements for providing wage and salary information to applicants for employment.

Brief Description: Concerning employer requirements for providing wage and salary information to applicants for employment.

Sponsors: Senators Randall, Keiser, Nguyen, Saldaña, Stanford, Wellman and Wilson, C..

Brief History:

Committee Activity: Labor, Commerce & Tribal Affairs: 1/17/22.

Brief Summary of Bill

- Modifies the requirements to provide wage information to require employers to disclose in job postings the hourly or salary compensation, or a range, and a general description of all of the benefits and other compensation, rather than providing wage and salary information only upon request of an applicant after the initial job offer.
- Removes the requirement that if no wage scale or salary range exists, the employer must provide the minimum wage or salary expectation prior to posting the position, making a position transfer, or making the promotion.

SENATE COMMITTEE ON LABOR, COMMERCE & TRIBAL AFFAIRS

Staff: Susan Jones (786-7404)

Background: Upon request of an applicant for employment after the employer has initially offered the applicant the position, the employer must provide the minimum wage or salary for the position for which the applicant is applying. Upon request of an employee offered

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not part of the legislation nor does it constitute a statement of legislative intent.

an internal transfer to a new position or promotion, the employer must provide the wage scale or salary range for the employee's new position. If no wage scale or salary range exists, the employer must provide the minimum wage or salary expectation set by the employer prior to posting the position, making a position transfer, or making the promotion.

There are remedies provided for violations of these provisions.

These provisions only apply to employers with 15 or more employees.

Summary of Bill: An employer must disclose in each posting for each job opening the hourly or salary compensation, or a range of the hourly or salary compensation, and a general description of all of the benefits and other compensation to be offered to the hired applicant.

Upon request of an employee offered an internal transfer to a new position or promotion, the employer must provide the hourly or salary compensation for the employee's new position, rather than the wage scale or salary range.

Appropriation: None.

Fiscal Note: Not requested.

Creates Committee/Commission/Task Force that includes Legislative members: No.

Effective Date: Ninety days after adjournment of session in which bill is passed.