

# FINAL BILL REPORT

## ESSB 5761

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C 242 L 22  
Synopsis as Enacted

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

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

**Senate Committee on Labor, Commerce & Tribal Affairs**  
**House Committee on Labor & Workplace Standards**

**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 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:** The requirement for an employer to provide salary information after an initial job offer, upon request of the applicant, is removed. Instead, beginning January 1, 2023, the employer must disclose in each posting for each job opening the wage scale or salary range, and a general description of all of the benefits and other compensation to be offered to the hired applicant.

"Posting" means any solicitation intended to recruit job applicants for a specific available position, including recruitment done directly by an employer or indirectly through a third party, and includes any postings done electronically, or with a printed hard copy, that

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includes qualifications for desired applicants.

Clarifying language is added to specify that an applicant or employee, rather than an individual, is entitled to remedies.

**Votes on Final Passage:**

Senate	27	21	
House	51	46	(House amended)
Senate	28	21	(Senate concurred)

**Effective:** January 1, 2023