
ENGROSSED SUBSTITUTE SENATE BILL 5761

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; and amending RCW
3 49.58.110.

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.

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