

CERTIFICATION OF ENROLLMENT
ENGROSSED SUBSTITUTE SENATE BILL 5761

Chapter 242, Laws of 2022

67th Legislature
2022 Regular Session

WAGE AND SALARY INFORMATION—APPLICANTS FOR EMPLOYMENT

EFFECTIVE DATE: January 1, 2023

Passed by the Senate March 7, 2022
Yeas 28 Nays 21

DENNY HECK

President of the Senate

Passed by the House March 1, 2022
Yeas 51 Nays 46

LURIE JINKINS

**Speaker of the House of
Representatives**

Approved March 30, 2022 3:00 PM

JAY INSLEE

Governor of the State of Washington

CERTIFICATE

I, Sarah Bannister, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **ENGROSSED SUBSTITUTE SENATE BILL 5761** as passed by the Senate and the House of Representatives on the dates hereon set forth.

SARAH BANNISTER

Secretary

FILED

March 31, 2022

**Secretary of State
State of Washington**

ENGROSSED SUBSTITUTE SENATE BILL 5761

AS AMENDED BY THE HOUSE

Passed Legislature - 2022 Regular Session

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; amending RCW
3 49.58.110; and providing an effective date.

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.

11 NEW SECTION. **Sec. 2.** This act takes effect January 1, 2023.

 Passed by the Senate March 7, 2022.

 Passed by the House March 1, 2022.

 Approved by the Governor March 30, 2022.

 Filed in Office of Secretary of State March 31, 2022.

 --- END ---