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**SUBSTITUTE SENATE BILL 6299**

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**State of Washington**

**68th Legislature**

**2024 Regular Session**

**By** Senate Labor & Commerce (originally sponsored by Senators Stanford, Keiser, Conway, Hasegawa, Kuderer, Nobles, and Valdez)

READ FIRST TIME 01/31/24.

1 AN ACT Relating to protecting employee rights in the workplace  
2 with regards to the use of digital technology; and adding a new  
3 section to chapter 49.44 RCW.

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

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 49.44  
6 RCW to read as follows:

7 (1) It is unlawful for any employer to use a replica of an  
8 employee's voice or likeness without the explicit consent of the  
9 employee for a specific use. The consent must be within 30 days prior  
10 to the time of use, not at the employee's initial hire, and the  
11 employer must provide a reasonably specific description of the  
12 intended use.

13 (2) It is unlawful for any employer to utilize artificial  
14 intelligence or generative artificial intelligence to evaluate or  
15 otherwise make employment decisions regarding current employees  
16 without written disclosure of the employer's use of such technology  
17 at the time of the employee's initial hire, or within 30 calendar  
18 days of the employer starting to use such technology for such  
19 purpose. The written disclosure must be understandable, in plain  
20 language, and in the employee's preferred language.

1           (3) Nothing in this section shall be construed as changing  
2 mandatory subjects of collective bargaining.

3           (4) For the purposes of this section, the following definitions  
4 apply:

5           (a) "Artificial intelligence" means technologies that enable  
6 machines, particularly computer software, to simulate human  
7 intelligence.

8           (b) "Generative artificial intelligence" means technology that  
9 can mimic human ability to learn patterns from substantial amounts of  
10 data and create content based on the underlying training data, guided  
11 by a user or prompt.

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