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**SENATE BILL 6299**

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**State of Washington**

**68th Legislature**

**2024 Regular Session**

**By** Senators Stanford, Keiser, Conway, Hasegawa, Kuderer, Nobles, and Valdez

Read first time 01/24/24. Referred to Committee on Labor & Commerce.

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 at the time of use,  
10 not the employee's initial hire, and the employer must provide a  
11 reasonably specific description of the intended use.

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

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

1 (a) "Artificial intelligence" means technologies that enable  
2 machines, particularly computer software, to simulate human  
3 intelligence.

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

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