

SHB 1622 - H AMD 519

By Representative Parshley

ADOPTED 03/08/2025

1 On page 7, beginning on line 21, after "wages" strike all material
2 through "41.80.005" on line 24 and insert "or performance evaluations.
3 An employer is not required to bargain over the implementation or
4 modification of artificial intelligence technology if the
5 implementation or modification is part of an update made by a third
6 party to technology already in use by employees and does not
7 meaningfully impact employee's wages or performance evaluations.

8 (2) For the purposes of this section:

9 (i) "Artificial intelligence" has the same meaning as defined in
10 RCW 41.80.005;

11 (ii) "Third party" means an individual or entity that provides
12 services such as technology services, digital services, equipment, or
13 software, but does not have an employment or a coemployment
14 relationship with the employer"

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16 On page 7, at the beginning of line 27, insert "(1)"

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18 On page 7, line 30, after "wages" strike all material through
19 "employment" and insert "or performance evaluations. An employer is
20 not required to bargain over the implementation or modification of
21 artificial intelligence technology if the implementation or
22 modification is part of an update made by a third party to technology
23 already in use by employees and does not meaningfully impact
24 employee's wages or performance evaluations.

25 (2) For the purposes of this section, "third party" means an
26 individual or entity that provides services such as technology
27

1 services, digital services, equipment, or software, but does not have
2 an employment or a coemployment relationship with the employer"

EFFECT:

- Narrows when an employer must bargain over the implementation or modification of artificial intelligence technology to only include circumstances where implementation or modification affects employee's wages or performance evaluations.
- Excludes from this requirement artificial intelligence technology implemented or modified by a third party that does not meaningfully impact employee's wages or performance evaluations.
- Defines "third party" as an individual or entity that provides services such as technology services, digital services, equipment, or software, but does not have an employment or a coemployment relationship with the employer.

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