
Labor & Workplace Standards Committee

HB 1335

Brief Description: Protecting military spouses from employment discrimination.

Sponsors: Representatives Richards, Reeves, Leavitt, McEntire, Shavers, Abell, Springer, Ormsby, Macri, Reed, Hill, Doglio, Caldier, Paul and Nance.

<p style="text-align: center;">Brief Summary of Bill</p> <ul style="list-style-type: none">• Protects military spouses from discrimination in employment and labor practices.
--

Hearing Date: 1/28/25

Staff: Jim Morishima (786-7191).

Background:

The Washington Law Against Discrimination (WLAD) protects members of specified protected classes from discrimination, including discrimination based on race, creed, national origin, immigration or citizenship status, or veteran status. The Human Rights Commission (Commission) administers and enforces the WLAD. If the Commission finds that there is reasonable cause to believe unlawful discrimination has occurred, it must first attempt to resolve the issue through conference and conciliation. If this process fails, the Commission must refer the matter to an administrative law judge.

The WLAD establishes certain unfair practices relating to a person's membership in a protected class, including the following practices relating to labor and employment:

- refusing to hire a person, discharging or barring a person from employment, discriminating against a person in compensation or other terms and conditions of employment, or

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not part of the legislation nor does it constitute a statement of legislative intent.

expressing any limitation, specification, or discrimination in a statement, advertisement, publication, or job application;

- denying membership to a person, expelling a person, or discriminating against a person in a labor union; and
- refusing to properly classify a person or refer a person for employment by an employment agency.

Summary of Bill:

Military spouses are added to the class of persons protected by the Washington Law Against Discrimination (WLAD). The right of a military spouse to obtain and hold employment without discrimination is added to the list of rights protected by the WLAD. Military spouses are added to the list of individuals against whom employers, labor unions, and employment agencies may not discriminate.

A military spouse is defined as a person currently or previously married to a service member during the service member's time of active duty military service.

Appropriation: None.

Fiscal Note: Preliminary fiscal note available.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.