
**Labor & Workplace Standards
Committee**

SSB 6014

Brief Description: Concerning pregnancy-related accommodations.

Sponsors: Senate Committee on Labor & Commerce (originally sponsored by Senators Nobles, Conway, Dhingra, Hasegawa, Liias, Saldaña, Salomon, Stanford, Trudeau, Valdez and Wilson, C.).

Brief Summary of Substitute Bill

- Creates a Public Records Act exemption relating to pregnancy accommodations for employees.
- Reverses changes made in 2025 to the types of pregnancy accommodation for which an employer is prohibited from claiming an undue burden.

Hearing Date: 2/20/26

Staff: Jim Morishima (786-7191).

Background:

Workplace Pregnancy Accommodations.

It is an unfair practice to fail or refuse to make reasonable accommodations for an employee's pregnancy. Reasonable accommodations include:

- providing more frequent, longer, or flexible restroom breaks;
- modifying a no food or drink policy;
- job restructuring, part-time or modified work schedules, or reassignment to a vacant position;

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- acquiring or modifying equipment, devices, or an employee's work station;
- providing a temporary transfer to a less strenuous or less hazardous position;
- scheduling flexibility for prenatal visits;
- providing a reasonable break time for an employee to express breast milk; and
- providing limits on lifting.

An employer is not required to provide a reasonable accommodation if it would impose an undue hardship. An undue hardship is an action requiring significant difficulty or expense. An employer may not claim undue hardship for accommodations relating to restroom breaks, food or drink policies, break times for the expression of breast milk, and limits on lifting over 17 pounds.

The Attorney General's Office investigates complaints and enforces the workplace pregnancy accommodation requirements. Legislation enacted in 2025 transferred the enforcement authority to the Department of Labor and Industries, effective January 1, 2027. Also, beginning on January 1, 2027, the types of accommodation for which an employer may not claim undue hardship are narrowed to include only reasonable breaks to express breast milk.

The Public Records Act.

The Public Records Act (PRA) requires state and local agencies to make all public records available for public inspection and copying, unless a record falls within an exemption. The PRA is liberally construed in favor of disclosure and its exemptions are narrowly construed.

Summary of Bill:

Workplace Pregnancy Accommodations.

The list of accommodations for which an employer may not claim undue hardship beginning on January 1, 2027, is expanded so that it is the same as what is permitted prior to 2027, thereby reversing the change that was made in the legislation enacted in 2025.

The Public Records Act.

Records filed with, or maintained by, the Department of Labor and Industries (Department) are confidential and not open to public inspection if they reveal the identity of, or contain any personal information about, an employee or applicant who has filed a complaint, requested assistance, or participated in an investigation relating to workplace pregnancy accommodations. The Department may release statistical or summary data that does not disclose the identity of any individual. This does not limit the disclosure of information to the complainant's employer when necessary for the fair determination of the issues in the investigation, to public employees in the performance of their official duties, in a court or administrative proceeding when disclosure is required by law or is necessary to the fair determination of the issues, or to the complainant. "Personal information" includes, but is not limited to, the individual's name, address, telephone number, electronic contact information, identifying photograph, and any medical or health information related to pregnancy or childbirth.

Appropriation: None.

Fiscal Note: Available.

Effective Date: The bill takes effect on January 1, 2027.