

# HOUSE BILL REPORT

## SSB 6014

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**As Reported by House Committee On:**  
Labor & Workplace Standards

**Title:** An act relating to refining pregnancy-related accommodations by clarifying requirements for written certification and prohibiting disclosure of certain types of identifying personal information.

**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 History:**

**Committee Activity:**

Labor & Workplace Standards: 2/20/26, 2/24/26 [DP].

**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.

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### HOUSE COMMITTEE ON LABOR & WORKPLACE STANDARDS

**Majority Report:** Do pass. Signed by 9 members: Representatives Berry, Chair; Fosse, Vice Chair; Scott, Vice Chair; Schmidt, Ranking Minority Member; Ybarra, Assistant Ranking Minority Member; Bronoske, McEntire, Obras and Ortiz-Self.

**Staff:** Jim Morishima (786-7191).

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*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.*

## **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;
- 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.

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## **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.

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**Appropriation:** None.

**Fiscal Note:** Available.

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

**Staff Summary of Public Testimony:**

*As part of a pilot project, testimony in this section of the bill report was summarized by generative artificial intelligence and reviewed for accuracy by non-partisan legislative staff. Generative artificial intelligence was used only in this section of the bill report; all other sections were prepared by non-partisan legislative staff without the use of any generative artificial intelligence.*

(In support) The testimony in support of Senate Bill 6014 describes the measure as a limited technical correction intended to ensure that Washington's pregnancy and postpartum workplace accommodation law functions as originally intended. The bill makes two primary clarifications ahead of a prior update taking effect. First, it corrects a statutory cross-reference to clearly specify when employers may not require a medical provider's note for basic pregnancy-related accommodations that are already enumerated in law, such as carrying a water bottle or using a stool for intermittent sitting. Testimony indicates that, due to a drafting error in earlier legislation, these minor accommodations could inadvertently require a doctor's note, creating unnecessary barriers for workers. Second, the bill strengthens protections for sensitive personal and medical information when workers seek assistance or file complaints with the Department of Labor and Industries. Supporters emphasize that the measure restores the previous standard of practice, promotes clarity and privacy, prevents unnecessary obstacles for pregnant and postpartum employees, and maintains existing protections for employers, including the undue hardship standard.

(Opposed) None.

**Persons Testifying:** Senator T'wina Nobles, prime sponsor; and Maggie Humphreys, MomsRising.

**Persons Signed In To Testify But Not Testifying:** None.