

SENATE BILL REPORT

SB 6014

As Reported by Senate Committee On:
Labor & Commerce, January 23, 2026

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: Senators Nobles, Conway, Dhingra, Hasegawa, Lias, Saldaña, Salomon, Stanford, Trudeau, Valdez and Wilson, C..

Brief History:

Committee Activity: Labor & Commerce: 1/16/26, 1/23/26 [DPS, w/oRec].

Brief Summary of First Substitute Bill

- Makes confidential under the Public Records Act certain Department of Labor and Industries (L&I) records containing personal information about an employee or applicant involved in a pregnancy accommodation complaint, request for assistance, or investigation, with limited exceptions for disclosure.
- Authorizes L&I to release certain nonidentifying statistical or summary data.
- Corrects an internal reference in pregnancy accommodation provisions.

SENATE COMMITTEE ON LABOR & COMMERCE

Majority Report: That Substitute Senate Bill No. 6014 be substituted therefor, and the substitute bill do pass.

Signed by Senators Saldaña, Chair; Alvarado, Vice Chair; Conway, Vice Chair; King, Ranking Member; Hunt and Stanford.

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.

Minority Report: That it be referred without recommendation.

Signed by Senators Braun, MacEwen and Schoesler.

Staff: Marlon Llanes (786-7423)

Background: Public Records. The Public Records Act generally requires state and local agencies to make public records available for inspection and copying unless a specific exemption applies. Washington law includes exemptions intended to protect privacy, including exemptions for certain sensitive personal and medical information.

The Department of Labor and Industries (L&I) receives and maintains records when employees or applicants file complaints, request assistance, or participate in investigations related to pregnancy-related workplace accommodations.

Pregnancy-Related Accommodations. The Healthy Starts Act, which takes effect January 1, 2027, requires employers to provide reasonable accommodations for pregnancy and pregnancy-related health conditions. The law addresses when an employer may request written certification from an employee's treating health care professional regarding the need for an accommodation, and it identifies circumstances where an employer may not require written certification.

Summary of Bill (First Substitute): Public Records. The bill makes confidential certain records filed with or maintained by L&I that reveal the identity of, or contain personal information about, an employee or applicant who has filed a complaint, requested assistance, or participated in an investigation related to pregnancy-related workplace accommodations. The bill specifies that this public records exemption applies to records maintained under the pregnancy accommodation law.

The confidentiality provision does not limit disclosure of information to the complainant's employer when necessary for the fair determination of issues in an investigation, to public employees in the performance of official duties, or in a court or administrative proceeding when disclosure is required by law or necessary to fairly determine the issues.

The bill allows L&I to release statistical or summary data that does not disclose the identity of any individual.

Pregnancy-Related Accommodations. The bill corrects an internal reference within the written certification exception for pregnancy-related workplace accommodations. The correction clarifies that written certification may not be required by an employer for the accommodation relating to limits on lifting over 17 pounds.

Definitions. Personal information includes an individual's name, address, telephone number, electronic contact information, identifying photograph, and any medical or health information related to pregnancy or childbirth.

EFFECT OF CHANGES MADE BY LABOR & COMMERCE COMMITTEE (First Substitute):

- Adds the complainant to the list of persons to whom the Department of Labor and Industries may disclose confidential records and personal information related to a complaint, request for assistance, or investigation under the state's domestic workers protections law.

Appropriation: None.

Fiscal Note: Available.

Creates Committee/Commission/Task Force that includes Legislative members: No.

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

Staff Summary of Public Testimony on Original Bill: *The committee recommended a different version of the bill than what was heard.* PRO: The bill makes technical changes to pregnancy-related accommodations, including clarifying that employers may not require written certification for certain accommodations and exempting certain pregnancy-related accommodation records held by L&I from public disclosure. The changes are intended to protect privacy and prevent unnecessary barriers for pregnant and postpartum workers.

Persons Testifying: PRO: Senator T'wina Nobles, Prime Sponsor; Maggie Humphreys, MomsRising.

Persons Signed In To Testify But Not Testifying: No one.