

# FINAL BILL REPORT

## SSB 6014

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C 76 L 26  
Synopsis as Enacted

**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.).

**Senate Committee on Labor & Commerce**  
**House Committee on Labor & Workplace Standards**

**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:** Public Records. Confidentiality is applied to 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 public records exemption applies to records maintained under the pregnancy accommodation law.

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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.*

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.

L&I is allowed to release statistical or summary data that does not disclose the identity of any individual.

Pregnancy-Related Accommodations. An internal reference within the written certification exception for pregnancy-related workplace accommodations is corrected to clarify 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.

**Votes on Final Passage:**

**Senate** 41 8

**House** 68 25

**Effective:** January 1, 2027