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**SUBSTITUTE HOUSE BILL 1402**

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**State of Washington**

**69th Legislature**

**2025 Regular Session**

**By** House Appropriations (originally sponsored by Representatives Scott, Farivar, Davis, Berry, Thai, Fitzgibbon, Mena, Duerr, Parshley, Taylor, Reed, Gregerson, Doglio, Springer, Fosse, Pollet, Ryu, Street, Hill, and Macri)

READ FIRST TIME 02/28/25.

1 AN ACT Relating to job postings requiring driver's licenses; and  
2 adding a new section to chapter 49.44 RCW.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** A new section is added to chapter 49.44  
5 RCW to read as follows:

6 (1) It is an unfair practice for any employer to include a  
7 statement in a job advertisement, posting, application, or other  
8 material that an applicant must have a valid driver's license, unless  
9 the position description in the advertisement, posting, application,  
10 or other material includes job functions that require the operation  
11 of a motor vehicle in a manner that would require a driver's license.

12 (2) For purposes of this section, transportation to and from the  
13 job site does not constitute a job function requiring the operation  
14 of a motor vehicle.

15 (3) A person injured by a violation of this section may bring a  
16 civil cause of action against the employer to enjoin further  
17 violations, to recover the actual damages sustained by the person, or  
18 both, together with the cost of the suit and reasonable attorneys'  
19 fees.

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