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HOUSE BILL 1402

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State of Washington

69th Legislature

2025 Regular Session

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 01/20/25. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to job postings requiring driver's licenses; and  
2 adding a new section to chapter 49.60 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 49.60  
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 both of the following conditions are met:

10 (a) The employer reasonably expects driving to be one of the  
11 essential job functions for the position; and

12 (b) The employer reasonably believes that satisfying the  
13 essential job function using an alternative form of transportation  
14 would not be comparable in travel time or cost to the employer.

15 (2) For purposes of this section, "alternative form of  
16 transportation" includes, but is not limited to, all of the  
17 following:

18 (a) Using a ride hailing service;

19 (b) Using a taxi;

20 (c) Carpooling;

21 (d) Bicycling;

- 1 (e) Walking; or
- 2 (f) Transit.

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