
SUBSTITUTE HOUSE BILL 2492

State of Washington

69th Legislature

2026 Regular Session

By House Labor & Workplace Standards (originally sponsored by Representatives Nance, Schmidt, Berg, Duerr, Parshley, Salahuddin, Ryu, Zahn, Simmons, Davis, Stuebe, Kloba, Berry, Scott, Reeves, Paul, Santos, Leavitt, Fosse, Ormsby, Hill, Pollet, and Reed)

READ FIRST TIME 02/03/26.

1 AN ACT Relating to requiring state registered apprenticeships in
2 the building and construction trades to provide behavioral health and
3 wellness training; amending RCW 18.106.070 and 19.28.211; and adding
4 a new section to chapter 49.04 RCW.

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

6 **Sec. 1.** RCW 18.106.070 and 2024 c 97 s 2 are each amended to
7 read as follows:

8 (1) (a) The department shall issue a certificate of competency to
9 all applicants who have passed the examination and have paid the fee
10 for the certificate. The certificate may include a photograph of the
11 holder. The certificate shall bear the date of issuance, and be
12 renewed every three years, upon application, on or before the
13 birthdate of the holder. The department shall renew a certificate of
14 competency if the applicant: ~~((a))~~ (i) Pays the renewal fee
15 assessed by the department; and ~~((b))~~ (ii) during the past three
16 years has completed twenty-four hours of continuing education
17 approved by the department with the advice of the advisory board,
18 including four hours related to electrical safety. For holders of the
19 specialty plumber certificate under RCW 18.106.010(14)(c), the
20 continuing education may comprise both electrical and plumbing
21 education with a minimum of twelve of the required twenty-four hours

1 of continuing education in plumbing. If a person fails to renew the
2 certificate by the renewal date, he or she must pay a doubled fee. If
3 the person does not renew the certificate within ninety days of the
4 renewal date, he or she must retake the examination and pay the
5 examination fee.

6 The journey level plumber, specialty plumber, and residential
7 service plumber certificates of competency, the medical gas piping
8 installer endorsement, and the temporary permit provided for in this
9 chapter grant the holder the right to engage in the work of plumbing
10 as a journey level plumber, specialty plumber, residential service
11 plumber, or medical gas piping installer, in accordance with their
12 provisions throughout the state and within any of its political
13 subdivisions on any job or any employment without additional proof of
14 competency or any other license or permit or fee to engage in the
15 work. This section does not preclude employees from adhering to a
16 union security clause in any employment where such a requirement
17 exists.

18 (b) For continuing education hours required under this subsection
19 (1), an applicant may count up to four completed hours in behavioral
20 health and wellness training approved by the department towards the
21 total number of required hours. The training must include at least
22 two hours of instruction and must cover the following topics:
23 Destigmatizing behavioral health and supporting wellness; recognizing
24 signs of distress; suicide prevention; substance use disorder
25 awareness and prevention; and providing peer support and connecting
26 to resources.

27 (2) A person who is indentured to an apprenticeship program
28 approved under chapter 49.04 RCW for the plumbing construction trade
29 or who is learning the plumbing construction trade may work in the
30 plumbing construction trade if supervised by a certified journey
31 level plumber or a certified specialty plumber in that plumber's
32 specialty. All apprentices and individuals learning the plumbing
33 construction trade shall obtain a plumbing training certificate from
34 the department. The certificate shall authorize the holder to learn
35 the plumbing construction trade while under the direct supervision of
36 a journey level plumber or a specialty plumber working in his or her
37 specialty. The certificate may include a photograph of the holder.
38 The holder of the plumbing training certificate shall renew the
39 certificate annually. At the time of renewal, the holder shall
40 provide the department with an accurate list of the holder's

1 employers in the plumbing construction industry for the previous year
2 and the number of hours worked for each employer. A fee shall be
3 charged for the issuance or renewal of the certificate. The
4 department shall set the fee by rule. The fee shall cover but not
5 exceed the cost of administering and enforcing the trainee
6 certification and supervision requirements of this chapter.

7 (3)(a) Trainee supervision shall consist of a trainee under the
8 control of either a journey level plumber, residential service
9 plumber, or an appropriate specialty plumber who has an applicable
10 certificate of competency issued under this chapter. Subject to the
11 ratio of trainees in subsection (4) of this section, either a journey
12 level plumber, residential service plumber, or an appropriate
13 specialty plumber shall be:

14 (i) On the same jobsite as the trainee for a minimum of seventy-
15 five percent of each working day unless otherwise provided in this
16 chapter; or

17 (ii) Available via mobile phone or similar device in a manner
18 that allows both audio and visual direction to the trainee from the
19 supervising plumber. Remote trainee supervision using these types of
20 technology is only permitted in cases that meet the following
21 criteria:

22 (A) The trainee has more than two thousand hours of training;

23 (B) The supervising plumber is no more than forty miles from the
24 jobsite; and

25 (C) The scope of work on the trainee's jobsite is residential
26 service plumbing in a residential structure and limited to the scope
27 of the residential service plumber.

28 (b) An individual who has a current training certificate and who
29 has successfully completed or is currently enrolled in an approved
30 apprenticeship program or in a technical school program in the
31 plumbing construction trade in a school approved by the workforce
32 training and education coordinating board, may work without direct
33 on-site supervision during the last six months of meeting the
34 practical experience requirements of this chapter.

35 (4)(a) Until December 31, 2028, the ratio of trainees to
36 certified journey level, residential service, or specialty plumbers
37 working on a jobsite must be:

38 (i) Not more than three trainees, each working on a separate
39 residential structure jobsite performing residential service plumbing

1 only in a like-in-kind manner for every certified specialty plumber
2 or journey level plumber working as a specialty plumber;

3 (ii) Not more than one trainee working on any one jobsite for
4 every certified journey level plumber working as a journey level
5 plumber;

6 (iii) Not more than one trainee working on any one jobsite for
7 every certified residential service plumber; and

8 (iv) Not more than three trainees working on a residential
9 construction jobsite performing plumbing installation for every
10 certified specialty plumber or journey level plumber working as a
11 specialty plumber.

12 (b) After December 31, 2028, not more than two trainees may work
13 on any residential structure jobsite for every certified specialty
14 plumber or journey level plumber working as a specialty plumber.

15 (5) An individual who has a current training certificate and who
16 has successfully completed or is currently enrolled in a medical gas
17 piping installer training course approved by the department may work
18 on medical gas piping systems if the individual is under the direct
19 supervision of a certified medical gas piping installer who holds a
20 medical gas piping installer endorsement one hundred percent of a
21 working day on a one-to-one ratio.

22 (6) The training to become a certified plumber must include not
23 less than sixteen hours of classroom training established by the
24 director with the advice of the advisory board. The classroom
25 training must include, but not be limited to, electrical wiring
26 safety, grounding, bonding, and other related items plumbers need to
27 know to work under this chapter.

28 (7) All persons who are certified plumbers before January 1,
29 2003, are deemed to have received the classroom training required in
30 subsection (6) of this section.

31 (8)(a) The department shall instruct the advisory board of
32 plumbers to convene a subgroup that includes the statewide
33 association representing plumbing, heating, and cooling contractors;
34 the union representing plumbers and pipefitters; the association
35 representing plumbing contractors who employ union plumbers and
36 pipefitters; and other directly affected stakeholders after the
37 completion of the 2023 legislative session, the 2027 legislative
38 session, and every three years thereafter.

39 (b) The work group shall evaluate the effects that the trainee
40 ratio changes have had on the industry, including public safety and

1 industry response to public demand for plumbing services. The work
2 group shall determine a sustainable plan for maintaining sufficient
3 numbers of plumbers and trainees within the plumbing workforce to
4 safely meet the needs of the public. The report is due to the
5 standing labor committees of the legislature before December 1st of
6 each year that the work group convenes. The work group shall conclude
7 on receipt of the report by the legislature. Within current funding
8 appropriated to the department, the department must reimburse each
9 member of the work group in accordance with the provisions of RCW
10 43.03.050 and 43.03.060 for each day in which the member is actually
11 engaged in attendance of meetings of the advisory board.

12 **Sec. 2.** RCW 19.28.211 and 2025 c 233 s 2 are each amended to
13 read as follows:

14 (1) The department shall issue a certificate of competency to all
15 applicants who have passed the examination provided in RCW 19.28.201,
16 met the in-class education requirements of RCW 19.28.205 if
17 applicable, and who have complied with RCW 19.28.161 through
18 19.28.271 and the rules adopted under this chapter. The certificate
19 may include a photograph of the holder. The certificate shall bear
20 the date of issuance, and shall expire on the holder's birthday. The
21 certificate shall be renewed every three years, upon application, on
22 or before the holder's birthdate. A fee shall be assessed for each
23 certificate and for each annual renewal.

24 (2) If the certificate holder demonstrates to the department that
25 he or she has satisfactorily completed an annual eight-hour
26 continuing education course, the certificate may be renewed without
27 examination by appropriate application unless the certificate has
28 been revoked, suspended, or not renewed within ninety days after the
29 expiration date. For pump and irrigation or domestic pump specialty
30 electricians, the continuing education course may combine both
31 electrical and plumbing education provided that there is a minimum of
32 four hours of electrical training in the course.

33 (a) The contents and requirements for satisfactory completion of
34 the continuing education course shall be determined by the director
35 and approved by the board.

36 (b) For continuing education requirements, an applicant may count
37 up to four completed hours in behavioral health and wellness training
38 approved by the department towards the total number of required
39 hours. The training must include at least two hours of instruction

1 and must cover the following topics: Destigmatizing behavioral health
2 and supporting wellness; recognizing signs of distress; suicide
3 prevention; substance use disorder awareness and prevention; and
4 providing peer support and connecting to resources.

5 (c) The department shall accept proof of a certificate holder's
6 satisfactory completion of a continuing education course offered in
7 another state as meeting the requirements for maintaining a current
8 Washington state certificate of competency if the department is
9 satisfied the course is comparable in nature to that required in
10 Washington state for maintaining a current certificate of competency.

11 (3) If the certificate is not renewed before the expiration date,
12 the individual shall pay twice the usual fee. The department shall
13 set the fees by rule for issuance and renewal of a certificate of
14 competency. The fees shall cover but not exceed the costs of issuing
15 the certificates and of administering and enforcing the electrician
16 certification requirements of this chapter.

17 (4) (a) Except as provided in (b) of this subsection, the
18 certificates of competency and temporary permits provided for in this
19 chapter grant the holder the right to work in the electrical
20 construction trade as a master electrician, journey level
21 electrician, or specialty electrician in accordance with their
22 provisions throughout the state and within any of its political
23 subdivisions without additional proof of competency or any other
24 license, permit, or fee to engage in such work.

25 (b) Persons performing installation and maintenance work as
26 provided in RCW 19.28.285 must also meet the certification
27 requirements of RCW 19.28.285.

28 NEW SECTION. Sec. 3. A new section is added to chapter 49.04
29 RCW to read as follows:

30 (1) Beginning July 1, 2027, an apprenticeship program for a
31 building or construction trade occupation approved by the
32 apprenticeship council under this chapter must provide apprentices
33 with behavioral health and wellness training and must require
34 apprentices to successfully complete the training. Any new or updated
35 apprenticeship program standards for a building or construction trade
36 occupation approved by the council under this chapter on or after
37 July 1, 2027, must include the training hours under this section.

38 (2) (a) The behavioral health and wellness training must include
39 at least two hours of instruction. These hours are in addition to,

1 and do not supplant, the minimum related or supplemental instruction
2 hours required for the applicable program.

3 (b) The behavioral health and wellness training must cover the
4 following topics: (i) Destigmatizing behavioral health and supporting
5 wellness; (ii) recognizing signs of distress; (iii) suicide
6 prevention; (iv) substance use disorder awareness and prevention; and
7 (v) providing peer support and connecting to resources.

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