
SUBSTITUTE HOUSE BILL 2524

State of Washington

69th Legislature

2026 Regular Session

By House Labor & Workplace Standards (originally sponsored by Representatives Obras, Thomas, Berry, Ryu, Bernbaum, Parshley, Macri, Gregerson, Ormsby, Donaghy, Fosse, Scott, and Zahn)

READ FIRST TIME 02/04/26.

1 AN ACT Relating to establishing the state security guards
2 industry standards board; reenacting and amending RCW 43.79A.040 and
3 43.79A.040; adding a new section to chapter 18.170 RCW; adding a new
4 chapter to Title 49 RCW; providing an effective date; and providing
5 an expiration date.

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

7 NEW SECTION. **Sec. 1.** The definitions in this section apply
8 throughout this chapter unless the context clearly requires
9 otherwise.

10 (1) "Board" means the state security guards industry standards
11 board established under this chapter.

12 (2) "Department" means the department of labor and industries.

13 (3) "Director" means the director of the department of labor and
14 industries or the director's designee.

15 (4) "Security guard" includes any "private security guard" as
16 defined under RCW 18.170.010.

17 (5) "Security guard employer" has the same meaning as "employer"
18 under RCW 18.170.010.

19 (6) "Worker organization" means a worker organization that is
20 certified by the board to conduct trainings under section 4 of this
21 act.

1 NEW SECTION. **Sec. 2.** (1) The state security guards industry
2 standards board is established under this chapter. The board is
3 composed of members appointed by the governor as provided in this
4 subsection:

5 (a) Three representatives of security guards from a list of at
6 least six people submitted by the largest organization representing
7 security guard employees;

8 (b) Three representatives of security guard employers who reside
9 in the state of Washington, including an employer representing a
10 small business of less than 50 employees;

11 (c) One member of a nonprofit professional development or
12 training program for security guards;

13 (d) One member representing consumers of security guard services
14 from a list of three people submitted by a nonprofit organization;
15 and

16 (e) The director.

17 (2) Except for the director under subsection (1)(e) of this
18 section, board members appointed under this section shall serve four-
19 year terms following the initial staggered lot determination in
20 subsection (3) of this section and must not be appointed to more than
21 two full consecutive four-year terms. The governor shall fill
22 vacancies occurring prior to the expiration of a member's term by
23 appointment for the unexpired term. A member serves until a successor
24 is appointed.

25 (3)(a) The governor must make initial appointments to the board
26 no later than September 1, 2026. The initial terms for board members
27 appointed under subsection (1)(a) and (b) of this section must be
28 determined by lot as follows:

29 (i) One member appointed under subsection (1)(a) and (b) of this
30 section shall serve a two-year term;

31 (ii) One member appointed under subsection (1)(a) and (b) of this
32 section shall serve a three-year term; and

33 (iii) One member appointed under subsection (1)(a) and (b) of
34 this section shall serve a four-year term.

35 (b) The director must convene the first meeting of the board by
36 December 1, 2026. The board must elect a chair at its first meeting.

37 (4) The board shall elect a member by majority vote to serve as
38 its chairperson and shall determine the term to be served by the
39 chairperson.

1 (5) Board members must be compensated in accordance with RCW
2 43.03.220 and must be reimbursed for travel expenses as provided in
3 RCW 43.03.050 and 43.03.060.

4 (6) The affirmative vote of five board members is required for
5 the board to take any action.

6 (7) To carry out its duties, the board shall hold public hearings
7 on, and conduct investigations into, working conditions in the
8 security guard industry.

9 (8) The director may employ personnel to carry out duties of the
10 board under this chapter.

11 (9) The director shall provide administrative staff support to
12 the board.

13 (10) The department may adopt rules to implement and enforce this
14 chapter.

15 (11) The board is subject to the requirements of chapters 34.05
16 and 42.56 RCW.

17 NEW SECTION. **Sec. 3.** (1) By January 1, 2028, the board must
18 adopt rules establishing minimum employment standards for security
19 guards, which must include standards for:

20 (a) Minimum compensation;

21 (b) Paid leave;

22 (c) Employment benefits; and

23 (d) Training, subject to the requirements in section 4 of this
24 act.

25 (2) The board may not adopt standards that are less protective of
26 or beneficial to security guards as any other applicable statute or
27 rule or any standard previously established by the board.

28 (3) The board must investigate market conditions and the existing
29 wages, benefits, and working conditions of security guards in all
30 relevant geographic areas in the state. Based on this information,
31 the board must seek to adopt minimum employment standards under this
32 chapter that meet or exceed existing industry conditions for a
33 majority of security guards in each relevant geographic area. At
34 least once every four years, the board shall conduct a full review of
35 the adequacy of the minimum employment standards previously
36 established by the board and modify standards as appropriate to meet
37 the purposes of this chapter.

1 NEW SECTION. **Sec. 4.** (1) The board must certify worker
2 organizations that are qualified to provide training to security
3 guards under this section. The board shall establish by rule criteria
4 that a worker organization must meet in order to be certified and
5 provide a process for certification renewal. The criteria must ensure
6 that a worker organization, if certified, is able to provide
7 effective, interactive training required under this section.

8 (2) The board shall establish requirements for the training
9 curriculum. The curriculum must, at a minimum, provide the following
10 information to security guards:

11 (a) The applicable employment standards established by the board;

12 (b) The labor standards and protections under other applicable
13 local, state, and federal laws and rules including, but not limited
14 to, rights to paid family and medical leave under chapter 50A.05 RCW;

15 (c) Information on how to initiate an enforcement action under
16 this chapter; and

17 (d) Any other information the board deems appropriate to
18 facilitate compliance with this chapter.

19 (3) A security guard employer must ensure its security guards
20 complete training provided by a certified worker organization at
21 least once every two years. The security guard employer must certify
22 its compliance with this section to the board.

23 (4) The board must review the adequacy of the curriculum
24 requirements at least annually and revise the requirements as
25 appropriate to meet the purposes of this chapter.

26 NEW SECTION. **Sec. 5.** Nothing in this chapter may be construed
27 to:

28 (1) Limit the rights of parties to a collective bargaining
29 agreement to bargain employment standards; or

30 (2) Diminish the obligation of a security guard employer to
31 comply with any contract, collective bargaining agreement, or
32 employment benefit program or plan that meets or exceeds, and does
33 not conflict with, the minimum standards and requirements established
34 by the board under this chapter.

35 NEW SECTION. **Sec. 6.** (1) It is unlawful for a security guard
36 employer to violate any employment standard established by the board
37 under this chapter.

1 (2) The minimum wage requirements established under this chapter
2 must be enforced as a wage payment requirement under chapter 49.48
3 RCW.

4 (3)(a) For all other violations of this chapter not otherwise
5 enforced as a wage payment requirement, the department may
6 investigate if a complaint is filed with the department alleging a
7 violation of this chapter or if the department has reason to believe
8 that an employer has committed a violation of this chapter.

9 (b) Except when a violation is otherwise resolved, the department
10 must issue: (i) A citation assessing a civil penalty under (c) of
11 this subsection if it finds a violation has occurred; or (ii) a
12 closure letter detailing any findings if it finds that a violation
13 cannot be substantiated. The notice of a citation or closure letter
14 must be sent to the employer by service of process or using a method
15 by which the mailing can be tracked or the delivery can be confirmed
16 to the last known address.

17 (c) If the department finds a violation of this chapter, the
18 department may order the employer to pay the department a civil
19 penalty of \$1,000 for each willful violation. For a repeat willful
20 violator, the citation assessing a civil penalty must be at least
21 \$2,000 for each repeat willful violation, but no greater than \$10,000
22 for each repeat willful violation. The department may, at any time,
23 waive or reduce a civil penalty assessed under this section if the
24 department determines that the employer has taken corrective action
25 to resolve the violation. Collections of unpaid penalties under this
26 chapter must be handled pursuant to the procedures in RCW 49.48.086.
27 Penalties collected under this chapter must be deposited into the
28 supplemental pension fund established under RCW 51.44.033.

29 (d) The department must adopt rules for purposes of implementing
30 the enforcement under this section including, but not limited to,
31 rules establishing the processes for appeals of citations issued
32 under this section in accordance with chapter 34.05 RCW.

33 (4) For purposes of this section, the following definitions
34 apply:

35 (a) "Repeat willful violator" means any hiring entity that has
36 been the subject of a final and binding citation for a willful
37 violation of one or more rights under this chapter, and all
38 applicable rules, within three years of the date of issuance of the
39 most recent citation for a willful violation of one or more such
40 rights.

1 (b) "Willful" means a knowing and intentional action that is
2 neither accidental nor the result of a bona fide dispute.

3 NEW SECTION. **Sec. 7.** Any security guard injured by any act in
4 violation of this chapter has a civil action in a court of competent
5 jurisdiction to enjoin further violations and recover the actual
6 damages, plus reasonable attorneys' fees and costs.

7 NEW SECTION. **Sec. 8.** The state security guards industry
8 standards board account is created in the custody of the state
9 treasurer. All fees remitted by the department of licensing under
10 section 9 of this act must be deposited into the account.
11 Expenditures from the account may only be used for supporting the
12 costs of the board. Only the director may authorize expenditures from
13 the account. The account is subject to allotment procedures under
14 chapter 43.88 RCW, but no appropriation is required for expenditures.

15 NEW SECTION. **Sec. 9.** A new section is added to chapter 18.170
16 RCW to read as follows:

17 The department shall remit \$25 from any license fee collected
18 under RCW 18.170.030, 18.170.040, and 18.170.060 for deposit into the
19 account created in section 8 of this act.

20 **Sec. 10.** RCW 43.79A.040 and 2025 c 399 s 13 and 2025 c 190 s 3
21 are each reenacted and amended to read as follows:

22 (1) Money in the treasurer's trust fund may be deposited,
23 invested, and reinvested by the state treasurer in accordance with
24 RCW 43.84.080 in the same manner and to the same extent as if the
25 money were in the state treasury, and may be commingled with moneys
26 in the state treasury for cash management and cash balance purposes.

27 (2) All income received from investment of the treasurer's trust
28 fund must be set aside in an account in the treasury trust fund to be
29 known as the investment income account.

30 (3) The investment income account may be utilized for the payment
31 of purchased banking services on behalf of treasurer's trust funds
32 including, but not limited to, depository, safekeeping, and
33 disbursement functions for the state treasurer or affected state
34 agencies. The investment income account is subject in all respects to
35 chapter 43.88 RCW, but no appropriation is required for payments to

1 financial institutions. Payments must occur prior to distribution of
2 earnings set forth in subsection (4) of this section.

3 (4) (a) Monthly, the state treasurer must distribute the earnings
4 credited to the investment income account to the state general fund
5 except under (b), (c), and (d) of this subsection.

6 (b) The following accounts and funds must receive their
7 proportionate share of earnings based upon each account's or fund's
8 average daily balance for the period: The 24/7 sobriety account, the
9 Washington promise scholarship account, the Gina Grant Bull memorial
10 legislative page scholarship account, the Rosa Franklin legislative
11 internship program scholarship account, the Washington advanced
12 college tuition payment program account, the Washington college
13 savings program account, the accessible communities account, the
14 Washington achieving a better life experience program account, the
15 Washington career and college pathways innovation challenge program
16 account, the community and technical college innovation account, the
17 agricultural local fund, the American Indian scholarship endowment
18 fund, the behavioral health loan repayment and scholarship program
19 account, the Billy Frank Jr. national statuary hall collection fund,
20 the foster care scholarship endowment fund, the foster care endowed
21 scholarship trust fund, the contract harvesting revolving account,
22 the Washington state combined fund drive account, the county 911
23 excise tax account, the county road administration board emergency
24 loan account, the toll collection account, the developmental
25 disabilities endowment trust fund, the energy account, the energy
26 facility site evaluation council account, the fair fund, the family
27 and medical leave insurance account, the Fern Lodge maintenance
28 account, the fish and wildlife federal lands revolving account, the
29 natural resources federal lands revolving account, the food animal
30 veterinarian conditional scholarship account, the forest health
31 revolving account, the fruit and vegetable inspection account, the
32 educator conditional scholarship account, the game farm alternative
33 account, the GET ready for math and science scholarship account, the
34 Washington global health technologies and product development
35 account, the grain inspection revolving fund, the Washington history
36 day account, the industrial insurance rainy day fund, the law
37 enforcement officers' and firefighters' plan 2 expense fund, the
38 local tourism promotion account, the low-income home rehabilitation
39 account, the medication for people living with HIV rebate revenue
40 account, the homeowner recovery account, the multiagency permitting

1 team account, the northeast Washington wolf-livestock management
2 account, the pollution liability insurance program trust account, the
3 public use general aviation airport loan revolving account, the
4 regional transportation investment district account, the rural
5 rehabilitation account, the Washington sexual assault kit account,
6 the stadium and exhibition center account, the youth athletic
7 facility account, the self-insurance revolving fund, the children's
8 trust fund, the Washington horse racing commission Washington bred
9 owners' bonus fund and breeder awards account, the Washington horse
10 racing commission class C purse fund account, the individual
11 development account program account, the Washington horse racing
12 commission operating account, the life sciences discovery fund, the
13 Washington state library-archives building account, the reduced
14 cigarette ignition propensity account, the center for deaf and hard
15 of hearing youth account, the school for the blind account, the
16 public employees' and retirees' insurance reserve fund, the school
17 employees' benefits board insurance reserve fund, the public
18 employees' and retirees' insurance account, the school employees'
19 insurance account, the state security guards industry standards board
20 account, the long-term services and supports trust account, the
21 radiation perpetual maintenance fund, the Indian health improvement
22 reinvestment account, the department of licensing tuition recovery
23 trust fund, the student achievement council tuition recovery trust
24 fund, the tuition recovery trust fund, the industrial insurance
25 premium refund account, the mobile home park relocation fund, the
26 natural resources deposit fund, the Washington state health insurance
27 pool account, the federal forest revolving account, the Washington
28 saves administrative trust account, and the library operations
29 account.

30 (c) The following accounts and funds must receive 80 percent of
31 their proportionate share of earnings based upon each account's or
32 fund's average daily balance for the period: The advance right-of-way
33 revolving fund, the advanced environmental mitigation revolving
34 account, the federal narcotics asset forfeitures account, the high
35 occupancy vehicle account, the local rail service assistance account,
36 and the miscellaneous transportation programs account.

37 (d) Any state agency that has independent authority over accounts
38 or funds not statutorily required to be held in the custody of the
39 state treasurer that deposits funds into a fund or account in the
40 custody of the state treasurer pursuant to an agreement with the

1 office of the state treasurer shall receive its proportionate share
2 of earnings based upon each account's or fund's average daily balance
3 for the period.

4 (5) In conformance with Article II, section 37 of the state
5 Constitution, no trust accounts or funds shall be allocated earnings
6 without the specific affirmative directive of this section.

7 **Sec. 11.** RCW 43.79A.040 and 2025 c 399 s 14 and 2025 c 190 s 4
8 are each reenacted and amended to read as follows:

9 (1) Money in the treasurer's trust fund may be deposited,
10 invested, and reinvested by the state treasurer in accordance with
11 RCW 43.84.080 in the same manner and to the same extent as if the
12 money were in the state treasury, and may be commingled with moneys
13 in the state treasury for cash management and cash balance purposes.

14 (2) All income received from investment of the treasurer's trust
15 fund must be set aside in an account in the treasury trust fund to be
16 known as the investment income account.

17 (3) The investment income account may be utilized for the payment
18 of purchased banking services on behalf of treasurer's trust funds
19 including, but not limited to, depository, safekeeping, and
20 disbursement functions for the state treasurer or affected state
21 agencies. The investment income account is subject in all respects to
22 chapter 43.88 RCW, but no appropriation is required for payments to
23 financial institutions. Payments must occur prior to distribution of
24 earnings set forth in subsection (4) of this section.

25 (4)(a) Monthly, the state treasurer must distribute the earnings
26 credited to the investment income account to the state general fund
27 except under (b), (c), and (d) of this subsection.

28 (b) The following accounts and funds must receive their
29 proportionate share of earnings based upon each account's or fund's
30 average daily balance for the period: The 24/7 sobriety account, the
31 Washington promise scholarship account, the Gina Grant Bull memorial
32 legislative page scholarship account, the Rosa Franklin legislative
33 internship program scholarship account, the Washington advanced
34 college tuition payment program account, the Washington college
35 savings program account, the accessible communities account, the
36 Washington achieving a better life experience program account, the
37 Washington career and college pathways innovation challenge program
38 account, the community and technical college innovation account, the
39 agricultural local fund, the American Indian scholarship endowment

1 fund, the behavioral health loan repayment and scholarship program
2 account, the Billy Frank Jr. national statuary hall collection fund,
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10 and medical leave insurance account, the Fern Lodge maintenance
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33 individual development account program account, the Washington horse
34 racing commission operating account, the life sciences discovery
35 fund, the Washington state library-archives building account, the
36 reduced cigarette ignition propensity account, the center for deaf
37 and hard of hearing youth account, the school for the blind account,
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7 premium refund account, the mobile home park relocation fund, the
8 natural resources deposit fund, the Washington state health insurance
9 pool account, the federal forest revolving account, the Washington
10 saves administrative trust account, and the library operations
11 account.

12 (c) The following accounts and funds must receive 80 percent of
13 their proportionate share of earnings based upon each account's or
14 fund's average daily balance for the period: The advance right-of-way
15 revolving fund, the advanced environmental mitigation revolving
16 account, the federal narcotics asset forfeitures account, the high
17 occupancy vehicle account, the local rail service assistance account,
18 and the miscellaneous transportation programs account.

19 (d) Any state agency that has independent authority over accounts
20 or funds not statutorily required to be held in the custody of the
21 state treasurer that deposits funds into a fund or account in the
22 custody of the state treasurer pursuant to an agreement with the
23 office of the state treasurer shall receive its proportionate share
24 of earnings based upon each account's or fund's average daily balance
25 for the period.

26 (5) In conformance with Article II, section 37 of the state
27 Constitution, no trust accounts or funds shall be allocated earnings
28 without the specific affirmative directive of this section.

29 NEW SECTION. **Sec. 12.** Sections 1 through 8 of this act
30 constitute a new chapter in Title 49 RCW.

31 NEW SECTION. **Sec. 13.** Section 10 of this act expires July 1,
32 2030.

33 NEW SECTION. **Sec. 14.** Section 11 of this act takes effect July
34 1, 2030.

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