

CERTIFICATION OF ENROLLMENT  
**ENGROSSED SUBSTITUTE HOUSE BILL 1644**

69th Legislature  
2025 Regular Session

Passed by the House March 10, 2025  
Yeas 60 Nays 35

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**Speaker of the House of  
Representatives**

Passed by the Senate April 9, 2025  
Yeas 37 Nays 12

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**President of the Senate**

Approved

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**Governor of the State of Washington**

CERTIFICATE

I, Bernard Dean, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **ENGROSSED SUBSTITUTE HOUSE BILL 1644** as passed by the House of Representatives and the Senate on the dates hereon set forth.

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**Chief Clerk**

FILED

**Secretary of State  
State of Washington**

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**ENGROSSED SUBSTITUTE HOUSE BILL 1644**

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Passed Legislature - 2025 Regular Session

**State of Washington                      69th Legislature                      2025 Regular Session**

**By** House Labor & Workplace Standards (originally sponsored by Representatives Fosse, Ortiz-Self, Parshley, Stonier, Taylor, Shavers, Davis, Obras, Macri, Berg, Hill, Street, Berry, Reed, Cortes, Ramel, Thomas, Goodman, Ormsby, Salahuddin, Scott, Gregerson, Thai, and Simmons)

READ FIRST TIME 02/18/25.

1            AN ACT Relating to the safety and health of working minors;  
2 amending RCW 39.04.350, 49.12.390, 49.12.410, and 49.30.040; adding a  
3 new section to chapter 49.12 RCW; adding a new section to chapter  
4 49.17 RCW; adding new sections to chapter 49.30 RCW; prescribing  
5 penalties; and providing an effective date.

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

7            **Sec. 1.** RCW 39.04.350 and 2023 c 88 s 1 are each amended to read  
8 as follows:

9            (1) Before award of a public works contract, a bidder must meet  
10 the following responsibility criteria to be considered a responsible  
11 bidder and qualified to be awarded a public works project. The bidder  
12 must:

13            (a) At the time of bid submittal, have a certificate of  
14 registration in compliance with chapter 18.27 RCW, a plumbing  
15 contractor license in compliance with chapter 18.106 RCW, an elevator  
16 contractor license in compliance with chapter 70.87 RCW, or an  
17 electrical contractor license in compliance with chapter 19.28 RCW,  
18 as required under the provisions of those chapters;

19            (b) Have a current state unified business identifier number;

20            (c) If applicable, have industrial insurance coverage for the  
21 bidder's employees working in Washington as required in Title 51 RCW;

1 an employment security department number as required in Title 50 RCW;  
2 and a state excise tax registration number as required in Title 82  
3 RCW;

4 (d) Not be disqualified from bidding on any public works contract  
5 under RCW 39.06.010 or 39.12.065(3);

6 (e) If bidding on a public works project subject to the  
7 apprenticeship utilization requirements in RCW 39.04.320, not have  
8 been found out of compliance by the Washington state apprenticeship  
9 and training council for working apprentices out of ratio, without  
10 appropriate supervision, or outside their approved work processes as  
11 outlined in their standards of apprenticeship under chapter 49.04 RCW  
12 for the one-year period immediately preceding the date of the bid  
13 solicitation;

14 (f) Have received training on the requirements related to public  
15 works and prevailing wage under this chapter and chapter 39.12 RCW.  
16 The bidder must designate a person or persons to be trained on these  
17 requirements. The training must be provided by the department of  
18 labor and industries or by a training provider whose curriculum is  
19 approved by the department. The department, in consultation with the  
20 prevailing wage advisory committee, must determine the length of the  
21 training. Bidders that have completed three or more public works  
22 projects and have had a valid business license in Washington for  
23 three or more years are exempt from this subsection. The department  
24 of labor and industries must keep records of entities that have  
25 satisfied the training requirement or are exempt and make the records  
26 available on its website. Responsible parties may rely on the records  
27 made available by the department regarding satisfaction of the  
28 training requirement or exemption; ((and))

29 (g) Within the three-year period immediately preceding the date  
30 of the bid solicitation, not have been determined by a final and  
31 binding citation and notice of assessment issued by the department of  
32 labor and industries or through a civil judgment entered by a court  
33 of limited or general jurisdiction to have willfully violated, as  
34 defined in RCW 49.48.082, any provision of chapter 49.46, 49.48, or  
35 49.52 RCW; and

36 (h) At the time of bid submittal, not be subject to a revocation  
37 of a minor work permit under RCW 49.12.390(4).

38 (2) Before award of a public works contract, a bidder shall  
39 submit to the contracting agency a signed statement in accordance  
40 with chapter 5.50 RCW verifying under penalty of perjury that the

1 bidder is in compliance with the responsible bidder criteria  
2 requirement of subsection (1)(g) and (h) of this section. A  
3 contracting agency may award a contract in reasonable reliance upon  
4 such a sworn statement.

5 (3) In addition to the bidder responsibility criteria in  
6 subsection (1) of this section, the state or municipality may adopt  
7 relevant supplemental criteria for determining bidder responsibility  
8 applicable to a particular project which the bidder must meet.

9 (a) Supplemental criteria for determining bidder responsibility,  
10 including the basis for evaluation and the deadline for appealing a  
11 determination that a bidder is not responsible, must be provided in  
12 the invitation to bid or bidding documents.

13 (b) In a timely manner before the bid submittal deadline, a  
14 potential bidder may request that the state or municipality modify  
15 the supplemental criteria. The state or municipality must evaluate  
16 the information submitted by the potential bidder and respond before  
17 the bid submittal deadline. If the evaluation results in a change of  
18 the criteria, the state or municipality must issue an addendum to the  
19 bidding documents identifying the new criteria.

20 (c) If the bidder fails to supply information requested  
21 concerning responsibility within the time and manner specified in the  
22 bid documents, the state or municipality may base its determination  
23 of responsibility upon any available information related to the  
24 supplemental criteria or may find the bidder not responsible.

25 (d) If the state or municipality determines a bidder to be not  
26 responsible, the state or municipality must provide, in writing, the  
27 reasons for the determination. The bidder may appeal the  
28 determination within the time period specified in the bidding  
29 documents by presenting additional information to the state or  
30 municipality. The state or municipality must consider the additional  
31 information before issuing its final determination. If the final  
32 determination affirms that the bidder is not responsible, the state  
33 or municipality may not execute a contract with any other bidder  
34 until two business days after the bidder determined to be not  
35 responsible has received the final determination.

36 (e) If the bidder has a history of receiving monetary penalties  
37 for not achieving the apprentice utilization requirements pursuant to  
38 RCW 39.04.320, or is habitual in utilizing the good faith effort  
39 exception process, the bidder must submit an apprenticeship

1 utilization plan within ten business days immediately following the  
2 notice to proceed date.

3 (4) The capital projects advisory review board created in RCW  
4 39.10.220 shall develop suggested guidelines to assist the state and  
5 municipalities in developing supplemental bidder responsibility  
6 criteria. The guidelines must be posted on the board's website.

7 **Sec. 2.** RCW 49.12.390 and 1991 c 303 s 3 are each amended to  
8 read as follows:

9 (1) (a) (~~Except as otherwise provided in subsection (2) of this~~  
10 ~~section, if~~) If the director, or the director's designee, finds that  
11 an employer has violated any of the requirements of RCW 49.12.121 or  
12 49.12.123, or a rule or order adopted or variance granted under RCW  
13 49.12.121 or 49.12.123, a citation and notice of assessment stating  
14 the violations shall be issued to the employer. The citation and  
15 notice of assessment shall be in writing, describing the nature of  
16 the violation including reference to the standards, rules, or orders  
17 alleged to have been violated. ((An initial)) The citation and  
18 penalty assessment must be given to the highest management official  
19 available at the workplace or be mailed to the employer at the  
20 workplace. In addition, the department shall mail a copy of the  
21 citation and penalty assessment to the central personnel office of  
22 the employer. Citations issued under this section must be posted at  
23 or near the place where the violation occurred.

24 (b) A first-time citation for failure to ((comply with RCW  
25 49.12.123 or rules requiring a minor work permit and maintenance of  
26 records shall)) obtain a minor work permit or parental or school  
27 authorization, for failure to maintain records, or for a violation  
28 deemed nonserious by the department must state a specific and  
29 reasonable time for abatement of the violation to allow the employer  
30 to correct the violation ((without penalty. The director or the  
31 director's designee may establish a specific time for abatement of  
32 other nonserious violations in lieu of a penalty for first time  
33 violations. The citation and a proposed penalty assessment shall be  
34 given to the highest management official available at the workplace  
35 or be mailed to the employer at the workplace. In addition, the  
36 department shall mail a copy of the citation and proposed penalty  
37 assessment to the central personnel office of the employer. Citations  
38 issued under this section shall be posted at or near the place where  
39 the violation occurred.

1 ~~(b) Except when an employer corrects a violation as provided in~~  
2 ~~(a) of this subsection, he or she shall be assessed a civil penalty~~  
3 ~~of not more than one thousand dollars depending on the size of the~~  
4 ~~business and the gravity of the violation. The employer shall pay the~~  
5 ~~amount assessed within thirty days of receipt of the assessment or~~  
6 ~~notify the director of his or her intent to appeal the citation or~~  
7 ~~the assessment penalty as provided in RCW 49.12.400)). The department~~  
8 ~~may waive or reduce a civil penalty assessed for a first-time~~  
9 ~~violation under this subsection if the director determines that the~~  
10 ~~employer has taken corrective action to resolve the violation.~~

11 (c) The employer must be assessed a civil penalty as follows:

12 (i) No less than \$100 and no more than \$1,000 for each violation  
13 involving failure to obtain a minor work permit or parental or school  
14 authorization, for failure to maintain records, or for each other  
15 nonserious violation;

16 (ii) No less than \$150 and no more than \$1,000 for each violation  
17 involving failure to comply with hours of work requirements;

18 (iii) No less than \$300 and no more than \$1,000 for each  
19 violation involving failure to comply with meal break or rest break  
20 requirements;

21 (iv) No less than \$1,000 for each violation involving failure to  
22 comply with prohibited duty requirements, variance conditions, or  
23 minimum wage requirements for minors, or for each other serious  
24 violation, except the civil penalty may be no less than \$2,000 for  
25 each violation in a second or subsequent citation for any of these  
26 violations identified in this subsection (1)(c)(iv);

27 (v) No less than \$15,000 for any violation resulting in the  
28 serious physical harm of a minor, which may be doubled where the  
29 violation is a willful violation or a repeated violation; and

30 (vi) No less than \$71,000 for any violation resulting in the  
31 death of a minor, which may be doubled where the violation is a  
32 willful violation or a repeated violation.

33 ~~((2))~~ (d) If the director, or the director's designee, finds  
34 that an employer has committed a serious or repeated violation of the  
35 requirements of RCW 49.12.121 or 49.12.123, or any rule or order  
36 adopted or variance granted under RCW 49.12.121 or 49.12.123, the  
37 employer is subject to ((a)) an additional civil penalty assessment  
38 of ((not more than one thousand dollars)) a maximum of \$5,000 for  
39 each subsequent day the violation continues. For the purposes of this  
40 subsection (1)(d), a serious violation shall be deemed to exist if

1 death or serious physical harm has resulted or is imminent from a  
2 condition that exists, or from one or more practices, means, methods,  
3 operations, or processes that have been adopted or are in use by the  
4 employer, unless the employer did not, and could not with the  
5 exercise of reasonable diligence, know of the presence of the  
6 violation.

7 (e) The department shall consider the following factors when  
8 determining the amount of any penalty assessment under this section:

9 (i) Whether the violation was committed willfully or the violation is  
10 a repeat violation; (ii) the size of the employer; (iii) the age of  
11 the minor; (iv) the gravity of the violation; (v) the hazards created  
12 by the violation; (vi) the penalties for comparable violations under  
13 federal law; (vii) the penalty amount necessary to deter future  
14 noncompliance; (viii) ensuring the penalty amount is consistent with  
15 the purposes of this chapter; and (ix) any other factor warranting an  
16 adjustment in the penalty as deemed appropriate by the department.

17 (f) Beginning July 1, 2027, and every two years thereafter, the  
18 department shall adjust by rule the amounts in (c) and (d) of this  
19 subsection for inflation by calculating to the nearest cent using the  
20 consumer price index for urban wage earners and clerical workers,  
21 CPI-W, or a successor index.

22 (2) The employer shall pay the amount assessed under this section  
23 within 30 days of receipt of the penalty assessment or notify the  
24 director of the employer's intent to appeal the citation or the  
25 penalty assessment as provided in RCW 49.12.400. If an employer fails  
26 to pay an assessment under this section after it has become a final  
27 and unappealable order, or after the court has entered final judgment  
28 in favor of the department, the director may initiate collection  
29 procedures in accordance with RCW 49.48.086.

30 (3) In addition to any other authority provided in this section,  
31 if, upon inspection or investigation, the director, or director's  
32 designee, believes that an employer has violated RCW 49.12.121 or  
33 49.12.123, or a rule or order adopted or variance granted under RCW  
34 49.12.121 or 49.12.123, and that the violation creates a danger from  
35 which there is a substantial probability that death or serious  
36 physical harm could result to a minor employee, the director, or  
37 director's designee, may issue an order immediately restraining the  
38 condition, practice, method, process, or means creating the danger in  
39 the workplace. An order issued under this subsection may require the  
40 employer to take steps necessary to avoid, correct, or remove the

1 danger and ~~((to))~~ may prohibit the ~~((employment or))~~ presence of a  
2 minor in locations or under conditions where the danger exists.

3 ~~((An employer who violates any of the posting requirements of  
4 RCW 49.12.121 or rules adopted implementing RCW 49.12.121 shall be  
5 assessed a civil penalty of not more than one hundred dollars for  
6 each violation.))~~

7 (a) The director or the director's designee shall  
8 revoke an employer's minor work permit and prohibit the employer from  
9 obtaining a minor work permit for no less than 12 months if:

10 (i) The employer has been issued a safety and health citation  
11 under RCW 49.17.120 containing one or more violations under RCW  
12 49.17.180 (1), (2), (4), or (5) or any citation and notice of  
13 assessment containing one or more violations of RCW 49.12.121 or  
14 49.12.123 or any applicable rule or order, where one or more of the  
15 violations caused serious physical harm or death to a minor; or

16 (ii) An order has been issued immediately restraining an  
17 employer's condition, practice, method, process, or means in the  
18 workplace pursuant to subsection (3) of this section or RCW 49.17.130  
19 or 49.17.170.

20 (b) Following a revocation under this subsection, a minor work  
21 permit may not be reissued to an employer unless the employer has not  
22 been issued a citation for any violations of the provisions  
23 identified in (a) (i) of this subsection for at least 12 months.

24 (c) This subsection does not prohibit the department from  
25 revoking, suspending, or modifying a minor work permit for any reason  
26 or cause provided for under state law or department rule or policy.

27 (5) A person who gives advance notice, without the authority of  
28 the director, of an inspection to be conducted under this chapter  
29 shall be assessed a civil penalty of not more than one thousand  
30 dollars.

31 (6) Penalties assessed under this section shall be paid to the  
32 director and deposited into the general fund.

33 (7) The department shall include in its annual report submitted  
34 under RCW 49.12.180 the following information:

35 (a) The number and type of citations and penalties issued and  
36 imposed under this section;

37 (b) The number of and reasons for revocations of minor work  
38 permits; and

39 (c) The number and nature of workplace injuries involving minors  
40 reviewed by the department, including whether those injuries resulted  
in citations or permit revocations under this section.



1       **Sec. 3.** RCW 49.12.410 and 2003 c 53 s 273 are each amended to  
2 read as follows:

3       (1) An employer who knowingly or recklessly violates the  
4 requirements of RCW 49.12.121 (~~(e)~~), 49.12.123, or section 8 of this  
5 act, or a rule or order adopted under RCW 49.12.121 (~~(e)~~),  
6 49.12.123, or section 8 of this act, is guilty of a gross  
7 misdemeanor.

8       (2) An employer whose practices in violation of the requirements  
9 of RCW 49.12.121 (~~(e)~~), 49.12.123, or section 8 of this act, or a  
10 rule or order adopted under RCW 49.12.121 (~~(e)~~), 49.12.123, or  
11 section 8 of this act, result in the death or permanent disability of  
12 a minor employee is guilty of a class C felony punishable according  
13 to chapter 9A.20 RCW.

14       NEW SECTION.   **Sec. 4.** A new section is added to chapter 49.12  
15 RCW to read as follows:

16       Before granting a variance from RCW 49.12.121 or an applicable  
17 rule in order to allow a minor participating in a bona fide  
18 cooperative vocational education program, diversified career  
19 experience program, work experience program certified and monitored  
20 by the office of the superintendent of public instruction or the  
21 minor employee's school district, or a registered apprenticeship  
22 program to perform a work duty typically prohibited based on the  
23 minor's age, the department shall:

- 24       (1) Conduct a safety and health consultation at the worksite; and  
25       (2) Consult with the employer on the types of tools, equipment,  
26 and practices permitted under the variance.

27       NEW SECTION.   **Sec. 5.** A new section is added to chapter 49.17  
28 RCW to read as follows:

29       The department shall make a good faith effort to notify an  
30 employer within 10 calendar days when the department immediately  
31 identifies a hazard that could cause injury to a minor worker during  
32 an inspection conducted under this chapter. Such notice does not  
33 eliminate or modify any other right, responsibility, or authority  
34 provided in this chapter.

35       **Sec. 6.** RCW 49.30.040 and 1989 c 380 s 86 are each amended to  
36 read as follows:

1       ((Any)) Except as provided in section 8 of this act, any  
2 violation of the provisions of this chapter or rules adopted  
3 hereunder shall be a class 1 civil infraction. The director shall  
4 have the authority to issue and enforce civil infractions according  
5 to chapter 7.80 RCW.

6       NEW SECTION. Sec. 7. A new section is added to chapter 49.30  
7 RCW to read as follows:

8       Before granting a variance from this chapter or an applicable  
9 rule in order to allow a minor participating in a bona fide  
10 cooperative vocational education program, diversified career  
11 experience program, work experience program certified and monitored  
12 by the office of the superintendent of public instruction or the  
13 minor employee's school district, or a registered apprenticeship  
14 program to perform a work duty typically prohibited based on the  
15 minor's age, the department shall:

- 16       (1) Conduct a safety and health consultation at the worksite; and  
17       (2) Consult with the employer on the types of tools, equipment,  
18 and practices permitted under the variance.

19       NEW SECTION. Sec. 8. A new section is added to chapter 49.30  
20 RCW to read as follows:

21       (1) In accordance with the rule-making authority granted to the  
22 department under this chapter to protect employees in agriculture,  
23 the department's rules must provide for the protection of the safety,  
24 health, and welfare of minor employees, provided that such rules  
25 grant appropriate exceptions for emancipated minors. The department's  
26 rules must prohibit an employer from employing a minor unless the  
27 employer has a valid minor work permit with the consent of the  
28 minor's parent, guardian, or legal custodian and the approval of the  
29 minor's school, provided that such rules grant appropriate exceptions  
30 for employers who are the minor's parent, guardian, or legal  
31 custodian and for emancipated minors.

32       (2) (a) If the director, or the director's designee, finds that an  
33 employer has violated any of the requirements of this section or any  
34 applicable rule or a variance from those requirements issued under  
35 this chapter and applicable rules, a citation and notice of  
36 assessment stating the violations must be issued to the employer. The  
37 citation and notice of assessment must be in writing, describing the  
38 nature of the violation including reference to the standards, rules,

1 or orders alleged to have been violated. The citation and penalty  
2 assessment must be given to the highest management official available  
3 at the workplace or be mailed to the employer at the workplace. In  
4 addition, the department shall mail a copy of the citation and  
5 penalty assessment to the central personnel office of the employer.  
6 Citations issued under this section must be posted at or near the  
7 place where the violation occurred.

8 (b) A first-time citation for failure to obtain a minor work  
9 permit or parental or school authorization, for failure to maintain  
10 records, or for a violation deemed nonserious by the department must  
11 state a specific and reasonable time for abatement of the violation  
12 to allow the employer to correct the violation. The department may  
13 waive or reduce a civil penalty assessed for a first-time violation  
14 under this subsection if the director determines that the employer  
15 has taken corrective action to resolve the violation.

16 (c) The employer must be assessed a civil penalty as follows:

17 (i) No less than \$100 and no more than \$1,000 for each violation  
18 involving failure to obtain a minor work permit or parental or school  
19 authorization, for failure to maintain records, or for each other  
20 nonserious violation;

21 (ii) No less than \$150 and no more than \$1,000 for each violation  
22 involving failure to comply with hours of work requirements;

23 (iii) No less than \$300 and no more than \$1,000 for each  
24 violation involving failure to comply with meal break or rest break  
25 requirements;

26 (iv) No less than \$1,000 for each violation involving failure to  
27 comply with prohibited duty requirements, variance conditions, or  
28 minimum wage requirements for minors, or for each other serious  
29 violation, except the civil penalty may be no less than \$2,000 for  
30 each violation in a second or subsequent citation for any of these  
31 violations identified in this subsection (2) (c) (iv);

32 (v) No less than \$15,000 for any violation resulting in the  
33 serious physical harm of a minor, which may be doubled where the  
34 violation is a willful violation or a repeated violation; and

35 (vi) No less than \$71,000 for any violation resulting in the  
36 death of a minor, which may be doubled where the violation is a  
37 willful violation or a repeated violation.

38 (d) If the director, or the director's designee, finds that an  
39 employer has committed a serious or repeated violation of any of the  
40 requirements of this section or any applicable rule or order, the

1 employer is subject to an additional civil penalty assessment of a  
2 maximum of \$5,000 for each subsequent day the violation continues.  
3 For the purposes of this subsection (2)(d), a serious violation  
4 exists if death or serious physical harm has resulted or is imminent  
5 from a condition that exists, or from one or more practices, means,  
6 methods, operations, or processes that have been adopted or are in  
7 use by the employer, unless the employer did not, and could not with  
8 the exercise of reasonable diligence, know of the presence of the  
9 violation.

10 (e) The department shall consider the following factors when  
11 determining the amount of any penalty assessment under this section:

12 (i) Whether the violation was committed willfully or the violation is  
13 a repeat violation; (ii) the size of the employer; (iii) the age of  
14 the minor; (iv) the gravity of the violation; (v) the hazards created  
15 by the violation; (vi) the penalties for comparable violations under  
16 federal law; (vii) the penalty amount necessary to deter future  
17 noncompliance; (viii) ensuring the penalty amount is consistent with  
18 the purposes of this chapter; and (ix) any other factor warranting an  
19 adjustment in the penalty as deemed appropriate by the department.

20 (f) Beginning July 1, 2027, and every two years thereafter, the  
21 department shall adjust by rule the amounts in (c) and (d) of this  
22 subsection for inflation by calculating to the nearest cent using the  
23 consumer price index for urban wage earners and clerical workers,  
24 CPI-W, or a successor index.

25 (3) In addition to any other authority provided in this section,  
26 if, upon inspection or investigation, the director, or the director's  
27 designee, believes that an employer has violated any of the  
28 requirements of this section or any applicable rule or order  
29 governing the employment of minors, and that the violation creates a  
30 danger from which there is a substantial probability that death or  
31 serious physical harm could result to a minor employee, the director,  
32 or the director's designee, may issue an order immediately  
33 restraining the condition, practice, method, process, or means  
34 creating the danger in the workplace. An order issued under this  
35 subsection may require the employer to take steps necessary to avoid,  
36 correct, or remove the danger and may prohibit the presence of a  
37 minor in locations or under conditions where the danger exists.

38 (4)(a) The director or the director's designee shall revoke an  
39 employer's minor work permit and prohibit the employer from obtaining  
40 a minor work permit for no less than 12 months if:

1 (i) The employer has been issued a safety and health citation  
2 under RCW 49.17.120 containing one or more violations under RCW  
3 49.17.180 (1), (2), (4), or (5) or any citation and notice of  
4 assessment containing one or more violations of any of the  
5 requirements of this section, any applicable rules, or applicable  
6 orders, where one or more of the violations caused serious physical  
7 harm or death to a minor; or

8 (ii) An order has been issued immediately restraining an  
9 employer's condition, practice, method, process, or means in the  
10 workplace pursuant to subsection (3) of this section or RCW 49.17.130  
11 or 49.17.170.

12 (b) Following a revocation under this subsection (4), a minor  
13 work permit may not be reissued to an employer unless the employer  
14 has not been issued a citation for any violations of the provisions  
15 identified in (a)(i) of this subsection (4) for at least 12 months.

16 (c) This subsection does not prohibit the department from  
17 revoking, suspending, or modifying a minor work permit for any reason  
18 or cause provided for under state law or department rule or policy.

19 (5) Any person aggrieved by an action taken or decision made by  
20 the department under this section may appeal the action or decision  
21 to the director by filing notice of the appeal with the director  
22 within 30 days of the department's action or decision. A notice of  
23 appeal filed under this section stays the effectiveness of a citation  
24 or notice of the assessment of a penalty pending review of the appeal  
25 by the director, but such appeal does not stay the effectiveness of  
26 an order of immediate restraint issued under this section. Upon  
27 receipt of an appeal, a hearing must be held in accordance with  
28 chapter 34.05 RCW. The director shall issue all final orders after  
29 the hearing. The final orders are subject to appeal in accordance  
30 with chapter 34.05 RCW. Orders not appealed within the time period  
31 specified in chapter 34.05 RCW are final and binding.

32 (6) The employer shall pay the amount assessed under this section  
33 within 30 days of receipt of the penalty assessment or notify the  
34 director of the employer's intent to appeal the citation or the  
35 penalty assessment under subsection (5) of this section. If an  
36 employer fails to pay an assessment under this section after it has  
37 become a final and unappealable order, or after the court has entered  
38 final judgment in favor of the department, the director may initiate  
39 collection procedures in accordance with RCW 49.48.086.

1           (7) A person who gives advance notice, without the authority of  
2 the director, of an inspection to be conducted under this chapter  
3 must be assessed a civil penalty of not more than \$1,000.

4           (8) Penalties assessed under this section must be paid to the  
5 director and deposited into the general fund.

6           (9) The department may adopt rules for purposes of implementing  
7 and enforcing this section.

8           NEW SECTION.   **Sec. 9.** This act takes effect July 1, 2026.

--- END ---