
SUBSTITUTE SENATE BILL 6014

State of Washington

69th Legislature

2026 Regular Session

By Senate Labor & Commerce (originally sponsored by Senators Nobles, Conway, Dhingra, Hasegawa, Llias, Saldaña, Salomon, Stanford, Trudeau, Valdez, and C. Wilson)

READ FIRST TIME 01/26/26.

1 AN ACT Relating to refining pregnancy-related accommodations by
2 clarifying requirements for written certification and prohibiting
3 disclosure of certain types of identifying personal information;
4 amending RCW 49.92.020; adding a new section to chapter 42.56 RCW;
5 and providing an effective date.

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

7 **Sec. 1.** RCW 49.92.020 and 2025 c 379 s 2 are each amended to
8 read as follows:

9 (1) It is an unfair practice for any employer to:

10 (a) Fail or refuse to make reasonable accommodation for an
11 employee for pregnancy, unless the employer can demonstrate that
12 doing so would impose an undue hardship on the employer's program,
13 enterprise, or business;

14 (b) Take adverse action against an employee who requests,
15 declines, or uses an accommodation under this section that affects
16 the terms, conditions, or privileges of employment;

17 (c) Deny employment opportunities to an otherwise qualified
18 employee if such denial is based on the employer's need to make
19 reasonable accommodation required by this section;

20 (d) Require an employee to take leave if another reasonable
21 accommodation can be provided for the employee's pregnancy.

1 (2) An employer may request that the employee provide written
2 certification from the employee's treating health care professional
3 regarding the need for reasonable accommodation, except for
4 accommodations listed in RCW 49.92.010(6) (a), (b), (d), and (h) and
5 ((section 8 of this act)) limits on lifting over 17 pounds.

6 (3) (a) This chapter does not require an employer to create
7 additional employment that the employer would not otherwise have
8 created, unless the employer does so or would do so for other classes
9 of employees who need accommodation.

10 (b) This chapter does not require an employer to discharge any
11 employee, transfer any employee with more seniority, or promote any
12 employee who is not qualified to perform the job, unless the employer
13 does so or would do so to accommodate other classes of employees who
14 need accommodation.

15 (4) Any break time and any time traveling to a location,
16 identified by the employer and employee as provided in RCW
17 49.92.010(6)(h), to express milk must be paid to the employee at the
18 employee's regular compensation rate. An employee must not be
19 required to use paid leave during break or travel time to express
20 milk during work. Any break time to express milk is in addition to
21 meal and rest periods under chapter 49.12 RCW.

22 (5) The department must provide online education materials
23 explaining the respective rights and responsibilities of employers
24 and employees who have a health condition related to pregnancy or
25 childbirth. The online education materials must be prominently
26 displayed on the department's website.

27 (6) The public records exemption in section 2 of this act applies
28 to records maintained pursuant to this chapter.

29 NEW SECTION. Sec. 2. A new section is added to chapter 42.56
30 RCW to read as follows:

31 (1) Except as provided in subsection (4) of this section, records
32 filed with or maintained by the department of labor and industries
33 that reveal the identity of, or contain any personal information
34 about, an employee or applicant who has filed a complaint, requested
35 assistance, or participated in an investigation under chapter 49.92
36 RCW are confidential and not open to public inspection.

37 (2) For the purposes of this section, "personal information"
38 includes, but is not limited to, the individual's name, address,
39 telephone number, electronic contact information, identifying

1 photograph, and any medical or health information related to
2 pregnancy or childbirth.

3 (3) The department may release statistical or summary data that
4 do not disclose the identity of any individual.

5 (4) This section does not limit disclosure of information:

6 (a) To the complainant's employer when necessary for the fair
7 determination of the issues in the investigation;

8 (b) To public employees in the performance of their official
9 duties;

10 (c) In a court or administrative proceeding when disclosure is
11 required by law or necessary to the fair determination of the issues;
12 and

13 (d) To the complainant.

14 NEW SECTION. **Sec. 3.** This act takes effect January 1, 2027.

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