

CERTIFICATION OF ENROLLMENT

ENGROSSED SENATE BILL 6106

69th Legislature
2026 Regular Session

Passed by the Senate February 13,
2026

Yeas 48 Nays 0

President of the Senate

Passed by the House March 3, 2026

Yeas 75 Nays 18

**Speaker of the House of
Representatives**

Approved

Governor of the State of Washington

CERTIFICATE

I, Sarah Bannister, Secretary of the Senate of the State of Washington, do hereby certify that the attached is **ENGROSSED SENATE BILL 6106** as passed by the Senate and the House of Representatives on the dates hereon set forth.

Secretary

FILED

**Secretary of State
State of Washington**

ENGROSSED SENATE BILL 6106

Passed Legislature - 2026 Regular Session

State of Washington

69th Legislature

2026 Regular Session

By Senators Cleveland, Saldaña, Conway, Nobles, and Valdez; by request of Employment Security Department

Read first time 01/14/26. Referred to Committee on Labor & Commerce.

1 AN ACT Relating to the securing timely notification and benefits
2 for laid-off employees act by updating the definition of employer to
3 exclude Indian tribes and protecting employee names and addresses
4 through an exemption from public disclosure; amending RCW 49.45.010
5 and 49.45.020; reenacting and amending RCW 42.56.230; and declaring
6 an emergency.

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

8 **Sec. 1.** RCW 49.45.010 and 2025 c 277 s 1 are each amended to
9 read as follows:

10 The definitions in this section apply throughout this chapter
11 unless the context clearly requires otherwise.

12 (1) "Affected employee" means an employee who may reasonably
13 expect to experience an employment loss because of a proposed
14 business closing or mass layoff by an employer.

15 (2) "Aggrieved employee" means an employee who has worked for the
16 employer ordering the business closing or mass layoff and who,
17 because of the employer's failure to comply with the requirements of
18 chapter 277, Laws of 2025, did not receive timely notice either
19 directly or through the employee's representative.

1 (3) "Bargaining representative" means an exclusive representative
2 of employees under the national labor relations act, 29 U.S.C. Sec.
3 151 et seq., or the railway labor act, 45 U.S.C. Sec. 151 et seq.

4 (4) "Business closing" means the permanent or temporary shutdown
5 of a single site of employment of one or more facilities or operating
6 units that will result in an employment loss for 50 or more
7 employees, excluding part-time employees.

8 (5) "Commissioner" means the commissioner of the employment
9 security department.

10 (6) "Department" means the employment security department.

11 (7) "Employee" means a person employed in this state by an
12 employer. "Employee" includes part-time employees.

13 (8) "Employer" means a person who employs 50 or more employees in
14 this state, excluding part-time employees. "Employer" does not
15 include the state or any political subdivision thereof, including any
16 unit of local government, or any Indian tribe, as defined in section
17 3306(u) of the federal unemployment tax act.

18 (9) (a) "Employment loss" means:

19 (i) An employment termination, other than a discharge for cause,
20 voluntary separation, or retirement;

21 (ii) A layoff exceeding six months; or

22 (iii) A reduction in hours of more than 50 percent of work of
23 individual employees during each month of a six-month period.

24 (b) "Employment loss" does not include instances when a business
25 closing or mass layoff is the result of the relocation or
26 consolidation of part or all of the employer's business and, before
27 the business closing or mass layoff, the employer offers to transfer
28 the employee to a different site of employment within a reasonable
29 commuting distance, as defined by the department, with no more than a
30 six-month break in employment.

31 (10) "Mass layoff" means a reduction in employment force that is
32 not the result of a business closing and results in an employment
33 loss during any 30-day period of 50 or more employees, excluding
34 part-time employees.

35 (11) "Part-time employee" means an employee who is employed for
36 an average of fewer than 20 hours per week, or an employee who has
37 been employed for fewer than six of the twelve months preceding the
38 date on which notice is required. However, if an applicable
39 collective bargaining agreement defines a part-time employee, such
40 definition shall supersede the definition in this subsection.

1 (12) "Single site of employment" means a single location or a
2 group of contiguous locations, such as a group of structures that
3 form a campus or business park or separate facilities across the
4 street from each other.

5 **Sec. 2.** RCW 49.45.020 and 2025 c 277 s 2 are each amended to
6 read as follows:

7 (1)(a) Subject to RCW 49.45.030, an employer may not order a
8 business closing or a mass layoff until the end of a 60-day period
9 that begins after the employer, pursuant to this section, serves
10 written notice of such action to the department and to the affected
11 employee or, if the employee is represented by a union, to the
12 employee's bargaining representative.

13 (b) An employer who has previously announced and carried out a
14 short-term mass layoff of three months or less that is extended
15 beyond three months due to business circumstances not reasonably
16 foreseeable at the time of the initial mass layoff is required to
17 give notice when it becomes reasonably foreseeable that the extension
18 is required. A mass layoff extending beyond three months from the
19 date the mass layoff commenced for any other reason must be treated
20 as an employment loss from the date of commencement of the initial
21 mass layoff.

22 (c) In the case of the sale of part or all of a business, the
23 seller is responsible for providing notice of any business closing or
24 mass layoff which will take place up to and on the effective date of
25 the sale. The buyer is responsible for providing notice of any
26 business closing or mass layoff that will take place thereafter.

27 (2) Notice from the employer to the department (~~(or)~~) and
28 affected employees or, if the employees are represented, the
29 employees' bargaining representative must be in written form, include
30 the elements required, as they exist on July 27, 2025, by the federal
31 worker adjustment and retraining notification act, 29 U.S.C. Sec.
32 2101 et seq., and include the following:

33 (a) The name and address of the employment site where the
34 business closing or mass layoff will occur, and the name and contact
35 information of a company official to contact for further information;

36 (b) A statement whether the planned action is expected to be
37 permanent or temporary and, if the entire business is to be closed, a
38 statement to that effect. If the planned action is expected to be

1 temporary, the statement must also include whether the planned action
2 is expected to last longer or shorter than three months;

3 (c) The expected date of the first employment loss and the
4 anticipated schedule for employment losses;

5 (d) The job titles of positions to be affected (~~and the names of~~
6 ~~the employees currently holding the affected jobs. The notice to the~~
7 ~~department must also include the addresses of the affected~~
8 ~~employees)); ((and))~~

9 (e) Whether the mass layoff or business closing is the result of,
10 or will result in, the relocation or contracting out of the
11 employer's operations or the employees' positions; and

12 (f) For the notice provided to the department and, if the
13 employees are represented, the employees' bargaining representative,
14 the names and addresses of the employees currently holding the
15 affected job.

16 (3) The employer must provide additional notice of the date or
17 schedule of dates of a planned business closing or mass layoff
18 extended beyond the date of any period announced in the original
19 notice.

20 **Sec. 3.** RCW 42.56.230 and 2023 c 361 s 14, 2023 c 346 s 1, and
21 2023 c 182 s 2 are each reenacted and amended to read as follows:

22 The following personal information is exempt from public
23 inspection and copying under this chapter:

24 (1) Personal information in any files maintained for students in
25 public schools, patients or clients of public institutions or public
26 health agencies, or welfare recipients;

27 (2)(a) Personal information:

28 (i) For a child enrolled in licensed child care in any files
29 maintained by the department of children, youth, and families;

30 (ii) For a child enrolled in a public or nonprofit program
31 serving or pertaining to children, adolescents, or students,
32 including but not limited to early learning or child care services,
33 parks and recreation programs, youth development programs, and after-
34 school programs;

35 (iii) For a student enrolled or previously enrolled in a local
36 education agency, in any records pertaining to the student, including
37 correspondence;

38 (iv) For the family members or guardians of a child who is
39 subject to the exemption under this subsection (2) if the family

1 member or guardian has the same last name as the child or if the
2 family member or guardian resides at the same address as the child
3 and disclosure of the family member's or guardian's information would
4 result in disclosure of the personal information exempted under
5 (a)(i) through (iii) of this subsection; or

6 (v) For substitute caregivers who are licensed or approved to
7 provide overnight care of children by the department of children,
8 youth, and families.

9 (b) Emergency contact information under this subsection (2) may
10 be provided to appropriate authorities and medical personnel for the
11 purpose of treating the individual during an emergency situation;

12 (3) Personal information in files maintained for employees,
13 appointees, or elected officials of any public agency to the extent
14 that disclosure would violate their right to privacy;

15 (4) Information required of any taxpayer in connection with the
16 assessment or collection of any tax if the disclosure of the
17 information to other persons would: (a) Be prohibited to such persons
18 by RCW 84.08.210, 82.32.330, 84.40.020, 84.40.340, or any ordinance
19 authorized under RCW 35.102.145; or (b) violate the taxpayer's right
20 to privacy or result in unfair competitive disadvantage to the
21 taxpayer;

22 (5) Credit card numbers, debit card numbers, electronic check
23 numbers, card expiration dates, or bank or other financial
24 information as defined in RCW 9.35.005 including social security
25 numbers, except when disclosure is expressly required by or governed
26 by other law;

27 (6) Personal and financial information related to a small loan or
28 any system of authorizing a small loan in RCW 31.45.093;

29 (7)(a) Any record used to prove identity, age, residential
30 address, social security number, or other personal information
31 required to apply for a driver's license or identicard.

32 (b) Information provided under RCW 46.20.111 that indicates that
33 an applicant declined to register with the selective service system.

34 (c) Any record pertaining to a vehicle license plate, driver's
35 license, or identicard issued under RCW 46.08.066 that, alone or in
36 combination with any other records, may reveal the identity of an
37 individual, or reveal that an individual is or was, performing an
38 undercover or covert law enforcement, confidential public health
39 work, public assistance fraud, or child support investigative
40 activity. This exemption does not prevent the release of the total

1 number of vehicle license plates, drivers' licenses, or identicards
2 that, under RCW 46.08.066, an agency or department has applied for,
3 been issued, denied, returned, destroyed, lost, and reported for
4 misuse.

5 (d) Any record pertaining to a vessel registration issued under
6 RCW 88.02.330 that, alone or in combination with any other records,
7 may reveal the identity of an individual, or reveal that an
8 individual is or was, performing an undercover or covert law
9 enforcement activity. This exemption does not prevent the release of
10 the total number of vessel registrations that, under RCW 88.02.330,
11 an agency or department has applied for, been issued, denied,
12 returned, destroyed, lost, and reported for misuse.

13 Upon request by the legislature, the department of licensing
14 shall provide a report to the legislature containing all of the
15 information in (c) of this subsection (7) and this subsection (7)(d)
16 that is subject to public disclosure;

17 (8) All information related to individual claim resolution
18 settlement agreements submitted to the board of industrial insurance
19 appeals under RCW 51.04.063, other than final orders from the board
20 of industrial insurance appeals. The board of industrial insurance
21 appeals shall provide to the department of labor and industries
22 copies of all final claim resolution settlement agreements;

23 (9) Voluntarily submitted information contained in a database
24 that is part of or associated with 911 emergency communications
25 systems, or information contained or used in emergency notification
26 systems as provided under RCW 38.52.575 and 38.52.577;

27 (10) Information relating to a future voter, as provided in RCW
28 29A.08.725;

29 (11) All information submitted by a person to the state, either
30 directly or through a state-licensed gambling establishment, or
31 Indian tribes, or tribal enterprises that own gambling operations or
32 facilities with class III gaming compacts, as part of the self-
33 exclusion program established in RCW 9.46.071 or 67.70.040 for people
34 with a gambling problem or gambling disorder;

35 (12) Names, addresses, or other personal information of
36 individuals who participated in the bump-fire stock buy-back program
37 under former RCW 43.43.920; (~~and~~)

38 (13) All personal and financial information concerning a player
39 that is received or maintained by the state lottery or any contracted
40 lottery vendor except the player's name and city or town of

1 residence. Additional information may be released only in accordance
2 with prior written permission from the player; and
3 (14) The name and address of an employee provided to the
4 employment security department by an employer for the notice required
5 under RCW 49.45.020.

6 NEW SECTION. **Sec. 4.** This act is necessary for the immediate
7 preservation of the public peace, health, or safety, or support of
8 the state government and its existing public institutions, and takes
9 effect immediately.

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