

CERTIFICATION OF ENROLLMENT  
**SECOND SUBSTITUTE HOUSE BILL 1524**

Chapter 47, Laws of 2025

69th Legislature  
2025 Regular Session

ISOLATED EMPLOYEES—WORKPLACE STANDARDS

EFFECTIVE DATE: January 1, 2026

Passed by the House March 5, 2025  
Yeas 86 Nays 10

LAURIE JINKINS

**Speaker of the House of  
Representatives**

Passed by the Senate April 4, 2025  
Yeas 37 Nays 12

DENNY HECK

**President of the Senate**

Approved April 16, 2025 10:10 AM

BOB FERGUSON

**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 **SECOND SUBSTITUTE HOUSE BILL 1524** as passed by the House of Representatives and the Senate on the dates hereon set forth.

BERNARD DEAN

**Chief Clerk**

FILED

April 16, 2025

**Secretary of State  
State of Washington**

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SECOND SUBSTITUTE HOUSE BILL 1524

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Passed Legislature - 2025 Regular Session

State of Washington

69th Legislature

2025 Regular Session

**By** House Appropriations (originally sponsored by Representatives Obras, Scott, Fosse, Hill, Gregerson, Reed, Berry, Parshley, Salahuddin, Peterson, Simmons, Ormsby, Macri, and Pollet)

READ FIRST TIME 02/28/25.

1 AN ACT Relating to ensuring compliance with and enforcement of  
2 certain workplace standards and requirements applicable to employers  
3 of isolated employees; amending RCW 49.60.515; creating a new  
4 section; prescribing penalties; and providing an effective date.

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

6 **Sec. 1.** RCW 49.60.515 and 2019 c 392 s 1 are each amended to  
7 read as follows:

8 (1) Every hotel, motel, retail, or security guard entity, or  
9 property services contractor, who employs an isolated employee, must:

10 (a) Adopt a sexual harassment policy;

11 (b) Provide mandatory training to the employer's managers,  
12 supervisors, and isolated employees to:

13 (i) Prevent sexual assault and sexual harassment in the  
14 workplace;

15 (ii) Prevent sexual discrimination in the workplace; (~~and~~)

16 (iii) Educate the employer's workforce regarding protection for  
17 isolated employees who report violations of a state or federal law,  
18 rule, or regulation; and

19 (iv) Inform isolated employees on how to use panic buttons, and  
20 inform managers and supervisors on the responsibility to respond to  
21 the use of panic buttons;

1 (c) Provide a list of resources for the employer's isolated  
2 employees to utilize. At a minimum, the resources must include  
3 contact information of the equal employment opportunity commission,  
4 the Washington state human rights commission, and local advocacy  
5 groups focused on preventing sexual harassment and sexual assault;  
6 ((and))

7 (d) Provide a panic button to each isolated employee. An employer  
8 must maintain a record of the purchase and utilization of panic  
9 buttons provided to its isolated employees under this section.  
10 Records must be provided to the department upon request. The  
11 department must publish advice and guidance for employers with fifty  
12 or fewer employees relating to this subsection (1)(d). This  
13 subsection (1)(d) does not apply to contracted security guard  
14 companies licensed under chapter 18.170 RCW; and

15 (e) Document completion of the mandatory training required by  
16 this subsection and provide the documentation to the department upon  
17 request.

18 (2)(a) A property services contractor shall submit the following  
19 to the department on an annual basis on a form or in a manner  
20 determined by the department:

21 (i) The date of adoption of the sexual harassment policy required  
22 in subsection (1)(a) of this section;

23 (ii) The number of managers, supervisors, and isolated employees  
24 trained as required by subsection (1)(b) of this section; and

25 (iii) The physical address of the work location or locations at  
26 which janitorial services are provided by workers of the property  
27 services contractor, and for each location: (A) The total number of  
28 workers or contractors of the property services contractor who  
29 perform janitorial services; and (B) the total hours worked.

30 (b) The department must make aggregate data submitted as required  
31 in this subsection (2) available upon request.

32 ~~((c) The department may adopt rules to implement this subsection~~  
33 ~~(2).))~~

34 (3)(a) The department must investigate if a complaint is filed  
35 with the department alleging a violation of this section or if the  
36 department has reason to believe that an employer has committed a  
37 violation of this section.

38 (b) Except when a violation is otherwise resolved, the department  
39 must issue: (i) A citation assessing a civil penalty under (c) of  
40 this subsection if it finds a violation has occurred; or (ii) a

1 closure letter detailing any findings if it finds that a violation  
2 cannot be substantiated. The notice of a citation or closure letter  
3 must be sent to the employer by service of process or using a method  
4 by which the mailing can be tracked or the delivery can be confirmed  
5 to the last known address.

6 (c) If the department finds a violation of this section, the  
7 department may order the employer to pay the department a civil  
8 penalty of \$1,000 for each willful violation. For a repeat willful  
9 violation, the citation assessing a civil penalty must be at least  
10 \$2,000 for each repeat willful violation, but no greater than \$10,000  
11 for each repeat willful violation. The department may, at any time,  
12 waive or reduce a civil penalty assessed under this section if the  
13 department determines that the employer has taken corrective action  
14 to resolve the violation. Penalties collected under this section must  
15 be deposited into the supplemental pension fund established under RCW  
16 51.44.033.

17 (d) An employer who fails to comply with the department's  
18 investigation of records within a reasonable time period may not use  
19 such records in any appeal to challenge the correctness of any  
20 determination by the department.

21 (4) For the purposes of this section:

22 (a) "Department" means the department of labor and industries.

23 (b) "~~(Employee)~~ Isolated employee" means an (~~individual who~~  
24 ~~spends a majority of~~) employee who:

25 (i) (A) Performs work in an area where two or more coworkers,  
26 supervisors, or a combination thereof are unable to immediately  
27 respond to an emergency without being summoned by the employee; or  
28 (B) spends at least 50 percent of her or his working hours (~~alone,~~  
29 ~~or whose primary work responsibility involves working without another~~  
30 ~~coworker present, and who is~~) without a supervisor or another  
31 coworker present; and

32 (ii) Is employed by an employer as a janitor, security guard,  
33 hotel or motel housekeeper, or room service attendant.

34 (c) "Employer" means any person, association, partnership,  
35 property services contractor, or public or private corporation,  
36 whether for-profit or not, who employs one or more persons.

37 (d) "Panic button" means an emergency contact device carried by  
38 an isolated employee by which the isolated employee may summon  
39 immediate on-scene assistance from another worker, a security guard,  
40 or a representative of the employer.

1 A panic button must:

2 (i) Be designed to be carried by the isolated employee;

3 (ii) Be simple to activate without delays caused by entering  
4 passwords or waiting for the system to turn on;

5 (iii) Provide an effective signal for the circumstances when  
6 activated; and

7 (iv) Be able to summon immediate assistance and allow responders  
8 to accurately identify the isolated employee's location.

9 (e) "Property services contractor" means any person or entity  
10 that employs workers: (i) To perform labor for another person to  
11 provide commercial janitorial services; or (ii) on behalf of an  
12 employer to provide commercial janitorial services. "Property  
13 services contractor" does not mean the employment security department  
14 or individuals who perform labor under an agreement for exchanging  
15 their own labor or services with each other, provided the work is  
16 performed on land owned or leased by the individuals.

17 (f) "Repeat willful violator" means any employer that has been  
18 the subject of a final and binding citation for a willful violation  
19 of one or more requirements under this section and all applicable  
20 rules, within three years of the date of issuance of the most recent  
21 citation for a willful violation of one or more requirements.

22 (g) "Security guard" means an individual who is principally  
23 employed as, or typically referred to as, a security officer or  
24 guard, regardless of whether the individual is employed by a private  
25 security company or a single employer or whether the individual is  
26 required to be licensed under chapter 18.170 RCW.

27 ~~((4) (a) Hotels and motels with sixty or more rooms must meet the~~  
28 ~~requirements of this section by January 1, 2020.~~

29 ~~(b) All other employers identified in subsection (1) of this~~  
30 ~~section must meet the requirements of this section by January 1,~~  
31 ~~2021.))~~

32 (h) "Willful" means a knowing and intentional action that is  
33 neither accidental nor the result of a bona fide dispute.

34 (5) The department must adopt rules for purposes of implementing  
35 and enforcing this section including, but not limited to, rules  
36 concerning the collection of civil penalties and establishing the  
37 processes for appeals of citations issued under this section in  
38 accordance with chapter 34.05 RCW.

39 NEW SECTION. Sec. 2. This act takes effect January 1, 2026.

1        NEW SECTION.    **Sec. 3.**    If specific funding for the purposes of  
2 this act, referencing this act by bill or chapter number, is not  
3 provided by June 30, 2025, in the omnibus appropriations act, this  
4 act is null and void.

Passed by the House March 5, 2025.

Passed by the Senate April 4, 2025.

Approved by the Governor April 16, 2025.

Filed in Office of Secretary of State April 16, 2025.

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