

CERTIFICATION OF ENROLLMENT

**SUBSTITUTE HOUSE BILL 2492**

Chapter 14, Laws of 2026

69th Legislature  
2026 Regular Session

BUILDING AND CONSTRUCTION APPRENTICESHIPS—BEHAVIORAL HEALTH AND  
WELLNESS TRAINING

EFFECTIVE DATE: June 11, 2026

Passed by the House February 10, 2026  
Yeas 79 Nays 16

LAURIE JINKINS

**Speaker of the House of  
Representatives**

Passed by the Senate February 26,  
2026  
Yeas 42 Nays 6

DENNY HECK

**President of the Senate**

Approved March 9, 2026 2:56 PM

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 **SUBSTITUTE HOUSE BILL 2492** as passed by the House of Representatives and the Senate on the dates hereon set forth.

BERNARD DEAN

**Chief Clerk**

FILED

March 10, 2026

**Secretary of State  
State of Washington**

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**SUBSTITUTE HOUSE BILL 2492**

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Passed Legislature - 2026 Regular Session

**State of Washington**

**69th Legislature**

**2026 Regular Session**

**By** House Labor & Workplace Standards (originally sponsored by Representatives Nance, Schmidt, Berg, Duerr, Parshley, Salahuddin, Ryu, Zahn, Simmons, Davis, Stuebe, Kloba, Berry, Scott, Reeves, Paul, Santos, Leavitt, Fosse, Ormsby, Hill, Pollet, and Reed)

READ FIRST TIME 02/03/26.

1           AN ACT Relating to requiring state registered apprenticeships in  
2 the building and construction trades to provide behavioral health and  
3 wellness training; amending RCW 18.106.070 and 19.28.211; and adding  
4 a new section to chapter 49.04 RCW.

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

6           **Sec. 1.** RCW 18.106.070 and 2024 c 97 s 2 are each amended to  
7 read as follows:

8           (1) (a) The department shall issue a certificate of competency to  
9 all applicants who have passed the examination and have paid the fee  
10 for the certificate. The certificate may include a photograph of the  
11 holder. The certificate shall bear the date of issuance, and be  
12 renewed every three years, upon application, on or before the  
13 birthdate of the holder. The department shall renew a certificate of  
14 competency if the applicant: ~~((a))~~ (i) Pays the renewal fee  
15 assessed by the department; and ~~((b))~~ (ii) during the past three  
16 years has completed twenty-four hours of continuing education  
17 approved by the department with the advice of the advisory board,  
18 including four hours related to electrical safety. For holders of the  
19 specialty plumber certificate under RCW 18.106.010(14)(c), the  
20 continuing education may comprise both electrical and plumbing  
21 education with a minimum of twelve of the required twenty-four hours

1 of continuing education in plumbing. If a person fails to renew the  
2 certificate by the renewal date, he or she must pay a doubled fee. If  
3 the person does not renew the certificate within ninety days of the  
4 renewal date, he or she must retake the examination and pay the  
5 examination fee.

6 The journey level plumber, specialty plumber, and residential  
7 service plumber certificates of competency, the medical gas piping  
8 installer endorsement, and the temporary permit provided for in this  
9 chapter grant the holder the right to engage in the work of plumbing  
10 as a journey level plumber, specialty plumber, residential service  
11 plumber, or medical gas piping installer, in accordance with their  
12 provisions throughout the state and within any of its political  
13 subdivisions on any job or any employment without additional proof of  
14 competency or any other license or permit or fee to engage in the  
15 work. This section does not preclude employees from adhering to a  
16 union security clause in any employment where such a requirement  
17 exists.

18 (b) For continuing education hours required under this subsection  
19 (1), an applicant may count up to four completed hours in behavioral  
20 health and wellness training approved by the department towards the  
21 total number of required hours. The training must include at least  
22 two hours of instruction and must cover the following topics:  
23 Destigmatizing behavioral health and supporting wellness; recognizing  
24 signs of distress; suicide prevention; substance use disorder  
25 awareness and prevention; and providing peer support and connecting  
26 to resources.

27 (2) A person who is indentured to an apprenticeship program  
28 approved under chapter 49.04 RCW for the plumbing construction trade  
29 or who is learning the plumbing construction trade may work in the  
30 plumbing construction trade if supervised by a certified journey  
31 level plumber or a certified specialty plumber in that plumber's  
32 specialty. All apprentices and individuals learning the plumbing  
33 construction trade shall obtain a plumbing training certificate from  
34 the department. The certificate shall authorize the holder to learn  
35 the plumbing construction trade while under the direct supervision of  
36 a journey level plumber or a specialty plumber working in his or her  
37 specialty. The certificate may include a photograph of the holder.  
38 The holder of the plumbing training certificate shall renew the  
39 certificate annually. At the time of renewal, the holder shall  
40 provide the department with an accurate list of the holder's

1 employers in the plumbing construction industry for the previous year  
2 and the number of hours worked for each employer. A fee shall be  
3 charged for the issuance or renewal of the certificate. The  
4 department shall set the fee by rule. The fee shall cover but not  
5 exceed the cost of administering and enforcing the trainee  
6 certification and supervision requirements of this chapter.

7 (3)(a) Trainee supervision shall consist of a trainee under the  
8 control of either a journey level plumber, residential service  
9 plumber, or an appropriate specialty plumber who has an applicable  
10 certificate of competency issued under this chapter. Subject to the  
11 ratio of trainees in subsection (4) of this section, either a journey  
12 level plumber, residential service plumber, or an appropriate  
13 specialty plumber shall be:

14 (i) On the same jobsite as the trainee for a minimum of seventy-  
15 five percent of each working day unless otherwise provided in this  
16 chapter; or

17 (ii) Available via mobile phone or similar device in a manner  
18 that allows both audio and visual direction to the trainee from the  
19 supervising plumber. Remote trainee supervision using these types of  
20 technology is only permitted in cases that meet the following  
21 criteria:

22 (A) The trainee has more than two thousand hours of training;

23 (B) The supervising plumber is no more than forty miles from the  
24 jobsite; and

25 (C) The scope of work on the trainee's jobsite is residential  
26 service plumbing in a residential structure and limited to the scope  
27 of the residential service plumber.

28 (b) An individual who has a current training certificate and who  
29 has successfully completed or is currently enrolled in an approved  
30 apprenticeship program or in a technical school program in the  
31 plumbing construction trade in a school approved by the workforce  
32 training and education coordinating board, may work without direct  
33 on-site supervision during the last six months of meeting the  
34 practical experience requirements of this chapter.

35 (4)(a) Until December 31, 2028, the ratio of trainees to  
36 certified journey level, residential service, or specialty plumbers  
37 working on a jobsite must be:

38 (i) Not more than three trainees, each working on a separate  
39 residential structure jobsite performing residential service plumbing

1 only in a like-in-kind manner for every certified specialty plumber  
2 or journey level plumber working as a specialty plumber;

3 (ii) Not more than one trainee working on any one jobsite for  
4 every certified journey level plumber working as a journey level  
5 plumber;

6 (iii) Not more than one trainee working on any one jobsite for  
7 every certified residential service plumber; and

8 (iv) Not more than three trainees working on a residential  
9 construction jobsite performing plumbing installation for every  
10 certified specialty plumber or journey level plumber working as a  
11 specialty plumber.

12 (b) After December 31, 2028, not more than two trainees may work  
13 on any residential structure jobsite for every certified specialty  
14 plumber or journey level plumber working as a specialty plumber.

15 (5) An individual who has a current training certificate and who  
16 has successfully completed or is currently enrolled in a medical gas  
17 piping installer training course approved by the department may work  
18 on medical gas piping systems if the individual is under the direct  
19 supervision of a certified medical gas piping installer who holds a  
20 medical gas piping installer endorsement one hundred percent of a  
21 working day on a one-to-one ratio.

22 (6) The training to become a certified plumber must include not  
23 less than sixteen hours of classroom training established by the  
24 director with the advice of the advisory board. The classroom  
25 training must include, but not be limited to, electrical wiring  
26 safety, grounding, bonding, and other related items plumbers need to  
27 know to work under this chapter.

28 (7) All persons who are certified plumbers before January 1,  
29 2003, are deemed to have received the classroom training required in  
30 subsection (6) of this section.

31 (8) (a) The department shall instruct the advisory board of  
32 plumbers to convene a subgroup that includes the statewide  
33 association representing plumbing, heating, and cooling contractors;  
34 the union representing plumbers and pipefitters; the association  
35 representing plumbing contractors who employ union plumbers and  
36 pipefitters; and other directly affected stakeholders after the  
37 completion of the 2023 legislative session, the 2027 legislative  
38 session, and every three years thereafter.

39 (b) The work group shall evaluate the effects that the trainee  
40 ratio changes have had on the industry, including public safety and

1 industry response to public demand for plumbing services. The work  
2 group shall determine a sustainable plan for maintaining sufficient  
3 numbers of plumbers and trainees within the plumbing workforce to  
4 safely meet the needs of the public. The report is due to the  
5 standing labor committees of the legislature before December 1st of  
6 each year that the work group convenes. The work group shall conclude  
7 on receipt of the report by the legislature. Within current funding  
8 appropriated to the department, the department must reimburse each  
9 member of the work group in accordance with the provisions of RCW  
10 43.03.050 and 43.03.060 for each day in which the member is actually  
11 engaged in attendance of meetings of the advisory board.

12 **Sec. 2.** RCW 19.28.211 and 2025 c 233 s 2 are each amended to  
13 read as follows:

14 (1) The department shall issue a certificate of competency to all  
15 applicants who have passed the examination provided in RCW 19.28.201,  
16 met the in-class education requirements of RCW 19.28.205 if  
17 applicable, and who have complied with RCW 19.28.161 through  
18 19.28.271 and the rules adopted under this chapter. The certificate  
19 may include a photograph of the holder. The certificate shall bear  
20 the date of issuance, and shall expire on the holder's birthday. The  
21 certificate shall be renewed every three years, upon application, on  
22 or before the holder's birthdate. A fee shall be assessed for each  
23 certificate and for each annual renewal.

24 (2) If the certificate holder demonstrates to the department that  
25 he or she has satisfactorily completed an annual eight-hour  
26 continuing education course, the certificate may be renewed without  
27 examination by appropriate application unless the certificate has  
28 been revoked, suspended, or not renewed within ninety days after the  
29 expiration date. For pump and irrigation or domestic pump specialty  
30 electricians, the continuing education course may combine both  
31 electrical and plumbing education provided that there is a minimum of  
32 four hours of electrical training in the course.

33 (a) The contents and requirements for satisfactory completion of  
34 the continuing education course shall be determined by the director  
35 and approved by the board.

36 (b) For continuing education requirements, an applicant may count  
37 up to four completed hours in behavioral health and wellness training  
38 approved by the department towards the total number of required  
39 hours. The training must include at least two hours of instruction

1 and must cover the following topics: Destigmatizing behavioral health  
2 and supporting wellness; recognizing signs of distress; suicide  
3 prevention; substance use disorder awareness and prevention; and  
4 providing peer support and connecting to resources.

5 (c) The department shall accept proof of a certificate holder's  
6 satisfactory completion of a continuing education course offered in  
7 another state as meeting the requirements for maintaining a current  
8 Washington state certificate of competency if the department is  
9 satisfied the course is comparable in nature to that required in  
10 Washington state for maintaining a current certificate of competency.

11 (3) If the certificate is not renewed before the expiration date,  
12 the individual shall pay twice the usual fee. The department shall  
13 set the fees by rule for issuance and renewal of a certificate of  
14 competency. The fees shall cover but not exceed the costs of issuing  
15 the certificates and of administering and enforcing the electrician  
16 certification requirements of this chapter.

17 (4) (a) Except as provided in (b) of this subsection, the  
18 certificates of competency and temporary permits provided for in this  
19 chapter grant the holder the right to work in the electrical  
20 construction trade as a master electrician, journey level  
21 electrician, or specialty electrician in accordance with their  
22 provisions throughout the state and within any of its political  
23 subdivisions without additional proof of competency or any other  
24 license, permit, or fee to engage in such work.

25 (b) Persons performing installation and maintenance work as  
26 provided in RCW 19.28.285 must also meet the certification  
27 requirements of RCW 19.28.285.

28 NEW SECTION. Sec. 3. A new section is added to chapter 49.04  
29 RCW to read as follows:

30 (1) Beginning July 1, 2027, an apprenticeship program for a  
31 building or construction trade occupation approved by the  
32 apprenticeship council under this chapter must provide apprentices  
33 with behavioral health and wellness training and must require  
34 apprentices to successfully complete the training. Any new or updated  
35 apprenticeship program standards for a building or construction trade  
36 occupation approved by the council under this chapter on or after  
37 July 1, 2027, must include the training hours under this section.

38 (2) (a) The behavioral health and wellness training must include  
39 at least two hours of instruction. These hours are in addition to,

1 and do not supplant, the minimum related or supplemental instruction  
2 hours required for the applicable program.

3 (b) The behavioral health and wellness training must cover the  
4 following topics: (i) Destigmatizing behavioral health and supporting  
5 wellness; (ii) recognizing signs of distress; (iii) suicide  
6 prevention; (iv) substance use disorder awareness and prevention; and  
7 (v) providing peer support and connecting to resources.

Passed by the House February 10, 2026.

Passed by the Senate February 26, 2026.

Approved by the Governor March 9, 2026.

Filed in Office of Secretary of State March 10, 2026.

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