

WSR 26-05-087
POLICY STATEMENT
DEPARTMENT OF
LABOR AND INDUSTRIES
[Filed February 18, 2026, 11:00 a.m.]

Policy Statement

Pursuant to RCW 34.05.230, the department of labor and industries' division of labor standards issued the following policy statement.

If you have any questions or need additional information, please contact Michael Davis at Michael.Davis@Lni.wa.gov, or 253-878-4043.

Policy: Employment Standards Policy ES.E.1.

Title: *Equal Pay and Opportunities Act*.

Amended: February 18, 2026.

Effective: February 18, 2026.

Description: The purpose of this administrative policy is to provide guidance on equal pay and career advancement protections in chapter 49.58 RCW, Washington Equal Pay and Opportunities Act. Amendments to the policy are in the introduction and sections 1.1, 1.2, and 1.6. The updated policy reflects changes to the law stemming from SHB 1905 (chapter 353, Laws of 2024), and includes:

- Revised guidance to reflect that equal pay protections extend to 11 additional protected classes.
- Revised guidance to reflect that equal career advancement opportunities extend to 11 additional protected classes.
- Added a list of the 11 additional protected classes.
- Added the definition of "career advancement opportunities."
- Removed information around job positing [posting] requirements and added a reference to Administrative Policy ES.E.2.

Contact: Michael Davis, P.O. Box 44510, Olympia, WA 98504-4510, 253-878-4043, Michael.Davis@Lni.wa.gov.