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WASHINGTON STATE
LABOR COUNCIL, AFL-CIO

LEGISLATIVE REPORT 2025 SESSION



WHAT'S INSIDE



CONTENTS

SESSION OVERVIEW.....	2
PRESIDENT'S COLUMN.....	3
SEC. TREASURERS' COLUMN.....	4
BUDGET & REVENUE.....	5
WORKERS' RIGHTS.....	8
UI for striking workers, PFML benefit expansion & more	
WORKER PROTECTIONS.....	12
Child labor protections, isolated worker safety & more	
COLLECTIVE BARGAINING.....	15
PUBLIC EMPLOYEES.....	16
BUILDING TRADES.....	17
HOUSING & EDUCATION.....	18
CLIMATE JOBS.....	19
HEALTHCARE & CHILDCARE.....	20
LEGISLATIVE SCORECARD.....	22
BILL SPONSORSHIPS.....	26
IN MEMORIAM.....	27
BUILDING POLITICAL POWER.....	28



THE 2025 LEGISLATIVE SESSION BY THE NUMBERS



105 DAYS OF SESSION

WSLC PRIORITY BILLS PASSED 23

47 SENATE LABOR COMMITTEE BILLS SIGNED INTO LAW

HOUSE LABOR COMMITTEE BILLS SIGNED INTO LAW 39

\$4.4 BILLION IN NEW REVENUE FOR OPERATING BUDGET 25-27 BIENNIUM

LEGISLATORS WITH 100% VOTING RECORD 66

\$6.4 MILLION IN FUNDING FOR INDOOR AIR QUALITY IMPROVEMENTS FOR SCHOOLS

\$3 BILLION IN NEW TRANSPORTATION REVENUE

The *WSLC Legislative Report* is an annual publication of the **Washington State Labor Council, AFL-CIO**

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SESSION OVERVIEW



Hard-fought policy victories in a budget-focused session

by JOHN TRAYNOR

The 2025 Legislative Session was complicated from start to finish, but despite massive revenue shortfalls and budget issues (page 5), labor fought for a robust priority agenda, securing wins for Washington workers. We clinched top labor priorities, like **SB 5041** (Sen. Marcus Riccelli, D-Spokane) Unemployment for Striking Workers (page 8), which made its way from the Senate to the House, was amended, debated and eventually conferenced and passed to provide six weeks of UI benefits for striking workers, and **HB 1644** (Rep. Mary Fosse, D-Everett) which creates guardrails for employers who hire children under certain variances, increases fines for bad bosses and will disqualify contractors who fail to meet safety standards around minors from being a responsible bidder for public works projects (page 12).




Continuing the work from past sessions, **SB 5463** (Sen. Alvarado, D-West Seattle) will require “good faith and fair dealing” by self-insured employers’ third-party administrators when managing injury claims by workers at some of the largest and most profitable corporations in the private sector. In 2023 a similar bill was passed into law mostly covering public workers employed by local governments. **SB 5463** ensures system-wide coverage for all injured workers. WSLC affiliates leaned into bills to help alleviate some of the sky-high housing costs that consume the raises our movement negotiates for union members: **SB 5184** (Sen. Jessica Bateman, D-Olympia) prohibits cities and counties from instituting minimum parking requirements for various types of housing, reducing building costs and creating more room for additional housing space; **HB 1491** (Rep. Julia Reed, D-Seattle) requires cities to allow mixed use transit-oriented-development within certain distances of transit stations; and **HB 1217** (Alvarado) offers protections for renters by limiting rent increases for tenants to 7% plus CPI (Consumer Price Index) or 10%, whichever is lower, and 5% for mobile homes (page 18).

HB 1308 (Reed) provides enforcement mechanisms for an existing law allowing workers to access their own personnel files, the culmination of a seven year effort. **SB 5104** (Sen. Bob Hasegawa, D-Tukwila) penalizes employer threats and coercion based on immigration status against employees who allege violations of wage or labor standards. **HB 1875** (Rep. Osman Salahuddin, D-Redmond) allows the use of







Rep. Julia Reed

SESSION WINS

-  **UI for striking workers** (Page 8)
-  **Protect children at work** (Page 12)
-  **Job sustaining revenue** (Page 5)

NEXT SESSION'S WINS

-  **Childcare standards board**
-  **Public sector A.I. bargaining**
-  **Minimum wage & paid vacation**
-  **Permitting & Siting improvements**

paid sick leave to prepare for or participate in certain immigration proceedings. And **HB 1141** (Rep. Lillian Ortiz-Self, D-Mukilteo) extends collective bargaining rights to cannabis agricultural workers, who are not protected by the National Labor Relations Act leaving it up to the state to extend collective bargaining rights to them.

Though we saw meaningful wins for workers in many areas, there were still disappointments this session. Work will continue on **SB 5121** (Sen. Noel Frame, D-Seattle)/**HB 1129** (Rep. Monica Stonier, D-Vancouver), fertility services; **HB 1622** (Rep. Lisa Parshley, D-Olympia), regarding public sector bargaining over the usage and implementation of artificial intelligence; **SB 5061** (Sen. Steve Conway, D-Tacoma) which would have eliminated existing wage freezes on public works projects, by requiring wages to be at least the prevailing rate of wage in effect at the time the work is performed, and **HB 1128** (Fosse)/**SB 5062** (Sen. Derek Stanford, D-Bothell), which would have established a childcare standards board.



Rep. Lisa Parshley

Despite significant pressure to limit policy bills to create more space for budget and revenue work, Washington's unions and our legislative partners pushed forward to secure policy wins to improve the lives of working families. We will continue our efforts in the 2026 legislative session to advance good worker policy and to extend and protect rights for all working people across our state.

PRESIDENT'S COLUMN



Our movement's power on full display in complex session



April Sims
President

Labor entered the 2025 Legislative Session knowing that nimble, strategic work would be needed to secure wins for working people and defeat some of the deepest cuts to essential public services and the workers who provide them. Faced with a revenue shortfall and the continued need to ensure

Washingtonians have their needs met, our movement rose to the challenge, securing major expansions of workers' rights and protections while staving off harmful proposals to balance the state budget on the backs of working people.

Persistence and solidarity secured the passage of **SB 5041**, unemployment for striking workers (Sen. Riccelli, D-Spokane). Thousands of working people across the state sent emails, called their legislators, and showed up at the Capitol to push this policy over the finish line. As a result, workers will now have a safety net if they make the difficult decision to strike – and employers will have to think twice about forcing workers to walk out.

Likewise, dedicated advocacy from public workers – backed by their fellow union members in the private sector – defeated proposals by the Governor and the Senate majority to furlough workers, and highlighted the absurdity of Republican proposals to deny raises secured through collective bargaining.

Strong work from our building and construction trades unions secured billions in revenue for a robust transportation package, bringing jobs and vital infrastructure to communities across Washington.

Our movement helped secure innovative policies like the use of paid sick leave for immigration proceedings, wage theft protections for rideshare drivers, accommodations for pregnant workers, enforceable safety protections for youth workers, consequences for call center companies that offshore jobs, expanded paid family and medical leave protections, and so many more wins detailed in the following pages.

We also made progress towards right-siding our tax code which places far too high a burden on working people. In collaboration with community partners, we secured legislation raising revenue from the ultrawealthy and big business while closing tax loopholes. As we look forward to a fluid budget outlook, we know more work is needed to ensure an equitable tax structure that requires corporations and the richest among us to pay their fair share to support the public services we all rely on.

All this progress is made possible by the years of action in the legislature and at the ballot box to ensure that working people have a voice in the halls of power. United together across more than 650 local unions representing more than 600,000 working people, the unions that make up the WSLC are a force to be reckoned with in Olympia.

Many thanks to the dedicated WSLC Government Affairs team, led by Director John Traynor, for their tireless efforts bringing home wins for Washington's workers, and to the cohort of policy staff from local unions who make up the United Labor Lobby. Our voice, our power, and our movement are all stronger because of their hard work.

Artificial intelligence and new tech are labor issues



Cherika Carter
Secretary Treasurer

Organized labor brought forth some valuable ideas this session to ensure workers' voices are centered in policies governing the development, implementation, use, and fine-tuning of artificial intelligence and related emerging technology.

HB 1622, sponsored by Rep. Lisa Parshley (D-Olympia), would have

allowed public sector workers to bargain over the implementation and use of AI in the workplace (learn more on page 15). Public workers provide essential services to families all over Washington, from handling unemployment and workers compensation claims, administering benefits, providing healthcare and education, stewarding our public lands, and more. These workers are the experts in their fields; it's vital they have a say in how new technology is incorporated into their work, to ensure AI doesn't endanger services, erode quality, or violate Washingtonians' privacy.

Unfortunately, in a session where the limited time available was dominated by difficult choices on budget, good policies like HB 1622 were left on the cutting floor. We applaud Rep. Parshley for introducing this bill and look forward to continuing to work on this policy to ensure public sector workers have the same right as private sector union workers to negotiate over AI use.

The WSLC also worked to improve other new tech bills proposed, like **HB 1672** (Rep. Shelley Kloba, D-Kirkland), which would have regulated how employers can use tech to monitor employees and automate decision making. We offered several ideas to improve this bill and provide meaningful protections for working people, including whistleblower protections, worker oversight committees, and a requirement for employers to bargain over the implementation of AI and monitoring systems. Ultimately, these improvements were not incorporated into the legislation, and the bill did not move forward. We anticipate further work on this important policy to protect workers' rights on the job.

Other policies held promise but did not advance, like **HB 1833** (Rep. Michael Keaton, R-Puyallup), which would have created AI Grant programs at the Department of Commerce to support innovative AI uses that benefit the state. More work is needed to ensure equity is centered in policies of this nature.

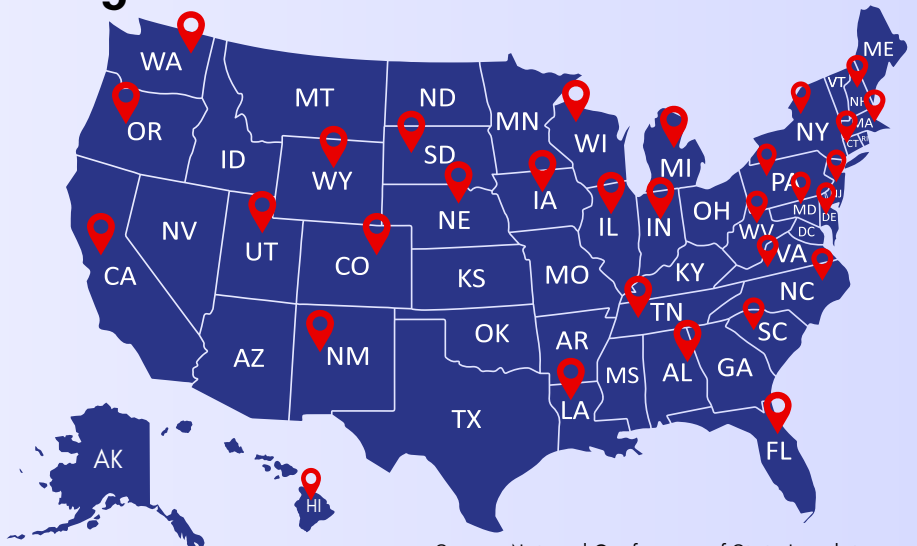
Artificial intelligence holds tremendous opportunity to bring ease to workers lives. So many working people spend precious hours on tasks that could be completed by AI. But unless the development, implementation, and fine-tuning of this new tech is done by working people, we know that AI will not be used to better the lives of workers; it will be used to maximize the profits of corporations.

Organized labor will continue to engage to ensure working families are centered in artificial intelligence and other new tech policy.

AI is a major focus for state governments across the U.S.

In 2024, 31 states adopted resolutions or enacted legislation to study or regulate the implementation and use of AI.

As states move to adopt AI policies and practices that meet their needs, Big Tech companies and greedy employers are pushing for the federal government to prevent state and local governments from developing AI regulations, opening the door for worker exploitation and violations of basic rights.



Source: National Conference of State Legislatures

BUDGET & REVENUE



To cut or not to cut: budget wins and losses

by JOE KENDO

Every two years, lawmakers convene in Olympia for the first of two Constitutionally-mandated Legislative sessions, opening with 105 days to develop the budgets and revenue packages that fuel the operation of state government. In 2025, lawmakers experienced a crucible unlike any individual budget cycle in recent memory, with budget forecasters predicting a budget shortfall in the billions.

These anticipated revenue shortfalls ultimately came to define everyone's work at the Capitol this session; lawmakers would need to navigate a nearly \$16 billion budget gap over four years in order to meet the basic needs of Washingtonians and to fulfill commitments for additional spending in K-12 education, housing, IT, and state workers' wages. Further, our state's transportation budget – a series of key investments in job-creating infrastructure to help move our economy forward – stared down an \$8 billion shortfall through 2031, including a \$1 billion gap for the 2025-27 biennium. Washington's two-year budget must balance, and by law, that balancing must extend an additional two years; a four year balancing requirement not adopted by any other state nor the federal government.

Raising revenue was an obvious necessity this session; cutting our way out of this shortfall would have been more devastating than even the slash-and-burn budgets adopted during the Great Recession 15 years ago, an experience from which our state has not yet recovered. However, this year, legislators in the Democratic majority caucus, with notable leadership by Rep. April Berg and Sen. Noel Frame, was committed to avoiding past mistakes, and committed early on to identify new revenue to mitigate the worst of the cuts necessary to make the budget balance.

While there were novel tax proposals explored this year, including corporate taxes on very high payrolls and taxes on hoarded wealth, lawmakers opted to expand current revenue structures in favor of reliability and stability. All told, the Legislature raised around \$9 billion over the next four years in support of the Operating budget, and \$3 billion in support of the Transportation Budget (the Capital Budget, which

funds non-transportation construction, is largely financed with bonds.)

ADDITIONAL REVENUE OPTIONS ADOPTED BY THE LEGISLATURE

Several tax bills were passed by the 2025 Legislature; the most meaningful are listed below, along with revenue anticipated over four years.

HB 2081 Business & Occupation Tax - **\$5.56 billion**

SB 5814 Excise Taxes/ Certain Services & Nicotine: **\$2.6 billion**

SB 5813 Capital Gains & Estate Tax: **\$635.5 million**

SB 5794 Repealing Certain Tax Preferences: **\$385 million**

In addition to new revenue, the Operating Budget also benefited from one-time transfers from dedicated accounts designed to support specific programs. While the Department of Labor and Industries, for instance, is primarily funded by workers' compensation premiums (and those accounts were wisely left alone), the Electrical License Account, the Pressure Systems Safety Account, and the Public Works Administrative Account were tapped to subsidize the general fund. Combined with other dedicated account transfers from sources like the Public Works Assistance Account, \$680 million was shifted from various isolated programs to balance the broader budget.

What did all of that hard revenue work preserve for the people of Washington? Quite a bit. While maintaining the existence of most core state services despite deep cuts, the Operating Budget contains several significant new investments in public services. \$750 million was added for special education services (well below the \$2 billion need, but a significant increase none-the-less) and \$213 million was added for school materials, supplies, and operating costs. \$93 million was added for emergency food assistance, and \$25 million to improve support for refugees.

The Legislature also continued to support Labor-backed energy investments championed by Climate Jobs Washington. \$250,000 was appropriated in support of the development of sustainable maritime fuels, along with \$500,000 to continue work in support of establishing a Washington State centric supply chain for off-shore wind energy development. An additional nearly \$500,000 duo of investments



Rep. April Berg



Sen. Noel Frame

BUDGET & REVENUE



were funded to support planning expanded energy transmission capacity and the workforce needs to realize the fulfillment of critical infrastructure.

STATE WORKER CBAs

Most state employees' collective bargaining agreements for the '25-'27 biennium were also ratified and funded, including the CBAs for Legislative Staff whose first-ever contracts were negotiated, ratified, and funded under a 2022 law empowering those workers to come together to form unions. Congratulations to Washington Public Employees Association (WPEA) and the Legislative Professionals Association members who secured these first contracts to improve their work-lives.



WFSE members rallying in the Capitol in April to defeat proposed state employee furloughs. Photo: WFSE

State worker and private sector direct service providers represented by WFSE/AFSCME, Teamsters 117, Teamsters 760, PTE17, Inlandboatmen, Masters Mates and Pilots, Marine Engineer Beneficial Association, OPEIU 8, SEIU 6, SEIU 1199NW, SEIU 925, and SEIU 775 had agreements ratified and funded in the budget. Furlough days for state employees and an erosion of collective bargaining rights over healthcare costs that were originally included in budget proposals from the Governor and the Senate were not adopted in the final version of the budget.

Unfortunately, due to a negotiations dispute and subsequent lawsuit involving the Office of Financial Management, WPEA's general government and community college contracts were not finalized and presented to the Legislature until early April, well past most of the budget planning by either chamber. As a result, those workers' raises were not funded,

though doing so was within the Legislature's ability. The Labor movement stands with these 5,300 dedicated public servants in calling for the Legislature to ratify these agreements, and to make those workers whole as soon as legally possible. It is unacceptable that represented staff at agencies like the Departments of Revenue and Natural Resources, and 14 community colleges across the state will not realize in a timely way the wages and workplace improvements that they have earned.



WPEA members rallying for a fair contract. Photo: WPEA

CUTS & EXPANSION DELAYS

While lawmakers should be applauded for digging deep to avoid an all-cuts budget, a *new-revenue-budget* is not a *no-cuts-budget*. Significant reductions in programs were needed to make the books balance. The Legislature adopted \$4 billion over four years in cuts recommended by Governor Ferguson, and implemented additional \$4 billion over four years in reductions on their own.

Many working families with young children will be disappointed to know that expected expansions in eligibility for childcare programs like ECEAP and Working Connections were delayed for several years. Deep cuts in the Departments of Children, Youth, and Families (DCYF), Corrections (DOC), Social and Health Services (DSHS) and institutions of Higher Education will have a significant impact on working families. Over \$117 million was cut from DSHS mental health programs, and over \$25 million in generalized Long-Term Care cuts were imposed. Over \$8 million were cut from state parks, though an increase in Discover Pass fees will eventually result in additional revenue for that agency. Several Community Corrections programs were also slashed, including

BUDGET & REVENUE



closures of the Peninsula, Bishop Lewis, Tri-Cities, and Ahtanum View Reentry Centers, and the Mission Creek Correctional Center for Women, while general staff reductions were also mandated. A 1.5% reduction in State General Fund support for colleges and universities, coupled with additional acute program cuts, amounted to a nearly \$70 million reduction in higher education funding, impacting students, faculty, and staff.

After all these cuts and additional revenues are implemented, surely it will be clear sailing for public services... right?

Unfortunately, no. Our state's regressive and outdated revenue system will continue to plague lawmakers' ability to meet the needs of our growing and dynamic population. While recent modernizations of our tax code will help - including the adoption of a capital gains tax, and the expansion of excise taxes on certain services - the heavy reliance on taxes tied to sales and services versus those tied to actual wealth will keep the revenue roller coaster going. Further, actions contemplated by Congressional Republicans to cut medicaid and other Federal programs, the unlawful withholding of appropriated funds to the states by the federal administration, and the negative impacts of federal economic policies on Washington's jobs and families will almost certainly require additional budget adjustments.

TRANSPORTATION BUDGET

Billions of dollars were needed in 2025 for essential investments that create jobs, move people, facilitate trade, and solve structural revenue problems in budgeting.

*A bipartisan group of lawmakers lead by Transportation Committee Chairs **Sen. Marko Liias** and **Rep. Jake Fey**, and Ranking Republicans **Sen. Curtis King** and **Rep. Andrew Barkis**, delivered a revenue package to buoy our transportation system and fulfill commitments on vital mega projects.*

REVENUE

- **Fuel Tax:** \$0.06 with a 2% growth factor. **\$1.4 billion***, 5% of which goes to localities.
- **Diesel Tax:** \$0.09 with a 2% growth factor. **\$166 million**. 5% to localities.
- **Increased truck weight fees:** **\$317 million**.
- **Increased Passenger Vehicle weight fees:** **\$131 million**.
- **Vehicle Sales Tax:** 0.2% increase. **\$257 million**.
- **Luxury Vehicle Tax:** on \$100,000+ purchases. **\$202 million**.
- **Luxury Aircraft tax:** 10% on a portion of sale/lease above \$500k - **\$21 million**.
- **General Fund Sales Tax Transfer:** 0.1% of sales tax diverted to Transpo. Accounts starting in 2027. **\$1.2 billion**.

INVESTMENTS

Critical projects preserved:

- **I-5 Bridge in Vancouver**
- **Spokane North-South Freeway**
- **Gateway Project** connecting Highways 167 and 509 to the Ports of Tacoma and Seattle, and Sea-Tac Airport.
- **I-5 JBLM Project**

*All figures reflect a six-year total

CAPITAL BUDGET

*The Legislature biennially writes a construction-oriented **Capital Budget** that funds: the building and maintenance of state facilities; assistance for local government with the construction of schools and public infrastructure; community organizations' building needs; and housing projects.*

***This \$7.6 billion two-year budget is largely funded with bonds**, whose approval requires a supermajority of legislators in support, and creates thousands of jobs in communities across our state. Capital Budget Committee Chair **Rep. Steve Tharinger**, Ways and Means Committee Vice-Chair **Sen. Yasmine Trudeau**, and Ranking Members **Rep. Mike Steele** and **Sen. Mark Schoesler** lead this budget work.*

INVESTMENTS

- **\$782 million** for Housing and Homelessness programs, including **\$605 million** invested in the Housing Trust Fund, which directly funds the building of affordable homes.
- **\$1 billion** for K-12 school construction.
- **\$365 million** for salmon and steelhead trout recovery projects.
- **\$171 million** for water infrastructure.
- **\$130 million** to expand access to community centered behavioral health care.
- **\$282 million** in support for a forensic hospital at Western State Hospital.

WORKERS' RIGHTS



Unemployment Insurance for striking workers now law

"For my co-workers, even that week-long strike was significant, most of us live paycheck to paycheck." These are the words of Sandee Flores, a UNITE HERE local 8 member who walked the picket line at Hilton-owned Hotels in Sea-Tac during a 2024 strike, in an interview with Cascade PBS regarding **SB 5041** (Sen. Marcus Riccelli, D-Spokane), a landmark bill authorizing unemployment insurance benefits for workers on strike. Sandee drove home a tragic truth about fighting for better wages, benefits, and working conditions: if your wages are already low, your boss has much more leverage against you when their actions provoke a strike.

Fortunately for workers in Washington State, following the lead of New York and New Jersey, the Legislature passed SB 5041 so that workers needn't choose between improved wages or safer jobs, and economic ruin.

Originally introduced in 2024 as HB 1893 by Rep. Beth Doglio, with then-Sen. Karen Keiser carrying the Senate companion, UI for striking workers passed the House with a 4 week benefit cap, but died in the Senate after failing to advance from the Rules committee prior to the Opposite House cutoff.

Sponsored this year by long-time labor champion, Sen. Marcus Riccelli of Spokane, SB 5041 authorizes up to six weeks of unemployment insurance after a two week waiting period when workers strike. It calls for annual reporting to the Legislature and is subject to a ten year sunset clause. While the most conservative policy in the country, it nonetheless offers a light at the end of the tunnel for workers like Sandee who struggle to walk off the job in support of bargaining without knowing when that next paycheck might arrive.



Sen. Marcus Riccelli



Sen. Rebecca Saldaña



Rep. Liz Berry

Sponsor Sen. Riccelli and Labor chairs Sen. Rebecca Saldaña and Rep. Liz Berry were pivotal in securing SB 5041's passage.

SB 5041 intends to avoid strikes by leveling the playing field for workers. It does so by increasing the cost to employers if they engage in bargaining tactics that center delay, obstinance, retaliation, and starving out workers once a strike has been provoked. With UI benefits on the table – at least after two weeks of walking the line – employers must also soon consider that if workers are pushed to strike, they will have access to a modest lifeline in the form of partial wage replacement.

We know these employer bargaining tactics are real not just because our members experience it, but because the bosses say it out loud: "The endgame is to allow things to drag on until union members start losing their apartments and losing their houses," said one Hollywood studio executive to Deadline in regard to the Writers Guild of America strike in 2023. It's a cynically heinous strategy, repeated time and time again across this country when workers are pushed to risk everything to preserve the dignity of their work.

But with SB 5041, that risk will now cut both ways in Washington state.



Bill sponsor Rep. Riccelli, supportive legislators, labor leaders and union members at the SB 5041 bill signing.

Gains for working families...

► SICK LEAVE FOR IMMIGRATION PROCEEDINGS:

HB 1875, sponsored by Rep. Osman Salahuddin (D-Redmond), allows the use of paid sick leave to prepare for or participate in certain immigration proceedings. Under the new and continued threats that immigrants face, ensuring that the necessary leave is available to prepare and participate in frequently lengthy immigration proceedings provides stability. This policy affords immigrant workers the protection needed to access safety and protects against employer retaliation. Workers have already earned their time off; this expansion just gives them another way to use the benefits to which they are entitled.



Rep. Osman Salahuddin

FAIR CHANCE EMPLOYMENT ACT

by CHRISTOPH MAIR

HB 1747 sponsored by Rep. Ortiz-Self (D-Mukilteo), builds upon her previous work to ensure that job applicants are given fair consideration for employment opportunities. Her 2018 Fair Chance Act (HB 1298), also widely known as "ban the box," prohibited employers from including a question about the applicant's criminal record on a job application. Unfortunately, well-qualified individuals are still being unfairly disqualified early in the application process, sometimes for minor offenses committed decades prior.

HB 1747 remedies this issue by requiring employers to run background checks at time of conditional offer and requires good cause for an employer to reject an otherwise qualified individual for an infraction on their record. This model policy is established in the City of Spokane, the City of Seattle, and by many companies that do work in Washington. One in five Washingtonians has a criminal record and nearly everyone currently incarcerated is coming home. Those who have served their time deserve unprejudiced consideration for occupations; HB 1747 targets these discriminatory hiring practices which disproportionately affect people of color, and low-income folks.

PFML JOB PROTECTIONS EXPANDED

by CHRISTOPH MAIR

As the Paid Family Medical Leave (PFML) law was written, about half of WA workers were exempted from the job protection clause. This meant that half of workers could request PFML to bond with an infant or care for a sick family member, only to have their employer terminate them during their period of leave. This has resulted in families facing enormous stress during already trying times, and a chilling effect on PFML use by impacted workers.

The Washington State Labor Council supported **HB 1213**, sponsored by Rep. Liz Berry (D-Seattle) to remedy this issue and implement a major expansion of PFML Benefits. HB 1213 phases in job protection for individuals who work for employers with 8 or more employees, reduces the minimum consecutive claim period from eight to four hours of leave so that workers aren't forced to take an entire day off, and extends health care coverage protection during any period in which an employee receives PFML benefits and is also entitled to employment protection.

Labor advocates worked diligently with the Sponsor to address stated concerns by the bill's opponents. The resulting policy nuance included a streamlining of grants for small employers to make it easier to cover related PFML costs, a longer than introduced period of employment (180 days, up from 90) before employees become eligible for job protection, and allowing employers to run federal and state family and medical leave protections concurrently. Despite Labor's work to craft a moderate yet effective policy, business remained opposed. Fortunately, advocates prevailed in a win for working families and the Governor signed the bill on May 17.

► PFML PREMIUMS FOR DOCKWORKERS:

Dockworkers usually work for multiple employers, complicating calculations for their PFML benefit. Because employers are not able to apply the pay cap, dockworkers often overpay into PFML. **SB 5191** (sponsored by Sen. Steve Conway, D-Tacoma) expands the definition of employer to include the union representative, who already handles aspects of the multiemployer payroll. This technical fix will ensure that the PFML program recognizes the unique employment model experienced by dockworkers.

WORKERS' RIGHTS



SEIU Local 775 members attend the signing of HB 1395, alongside bill sponsor Rep. Darya Farivar, far left.

► **HOME CARE BACKGROUND CHECKS:** SEIU 775 led advocacy for **HB 1395**, sponsored by Rep. Darya Farivar (D-Seattle), establishes that employers may not conduct a background check for long-term care workers if the employer has already run a background check or over ten years have passed since the last conviction. Different rulemaking is available for those working with vulnerable adults/children, and this bill does not alter the list of automatically disqualifying offenses nor does it remove the requirement for semi-annual background checks. Caregivers will continue to undergo regular background checks in the interest of the vulnerable population they serve. This bill improves care and job security by reducing some redundancies which can result in care gaps for the clients and pay gaps for the caregivers.

► **TRANSPORTATION NETWORK COMPANIES:** Teamsters 117 worked with bill sponsor Rep. Edwin Obras (D-SeaTac) to pass **HB 1332**, which requires transportation network companies (TNCs) such as Uber or Lyft to provide trip receipts to employees upon request. This will provide workers crucial payroll information that TNCs have been resistant to providing. The bill also provides a grace period for drivers whose vehicles have been abruptly removed from a product class and will require TNCs to provide six months notice of changes to product class vehicle qualifications in the future, addressing financial strain taken on by drivers who purchase certain vehicles to improve earnings, only to find their newly-acquired vehicle no longer eligible.



Rep. Edwin Obras

What didn't pass...

► **BANNING NON-COMPETE COVENANTS:** **HB 1155 /SB 5437** (sponsored by Rep. Liz Berry, D-Seattle and Sen. Derek Stanford, D-Bothell) would have phased out non-competition covenants for all employees in Washington. Previously, the Legislature banned such covenants for employees who earn below a specified threshold and any covenants beyond eighteen months. Some workers remain trapped in workplaces or are unable to secure work after separation due to non-competition covenants or clauses. One professional in our state testified in committee that her options were a three-hour commute or selling her home to relocate, due to a distance-based non-competition clause in the contract with her previous employer. Non-competition covenants are unfair for workers and it is time to phase them out. While HB 1155 made it out of committee, it was not taken up for a vote on the House floor; the companion bill, SB 5437, did not receive a hearing.

► **TRANSIT WORKER ASSAULTS:** **HB 1989**, sponsored by Rep. Alicia Rule (D-Blaine), would have expanded the definition of assaults on transit workers to include everyone employed or contracted by a public or private transit provider. The Amalgamated Transit Union fought for this bill in the wake of the death of a King County bus driver who was attacked by a passenger while driving his route. The bill was referred to the Community Safety Committee but did not secure a hearing before cutoff.

► **RAISING THE MINIMUM WAGE:** Sponsored by Rep. Sharlett Mena (D-Seattle) and Sen. Rebecca Saldaña, respectively, **HB 1764/SB 5578** would have guaranteed bereavement leave and paid sick leave for workers as well as incrementally increase the state minimum wage to \$25 per hour by the year 2031. Although Washington's labor movement has made strides to improve the minimum wage over the past decade, the costs of housing, food, energy and other basic necessities have skyrocketed in recent years, outpacing wages for many. Upward mobility or the ability to save are out of reach for low-income workers, who continue to be disproportionately women, immigrants and people of color. HB 1764 was heard in the House Labor & Workplace Standards Committee but did not advance past this committee. The companion bill, SB 5578, was heard in the Senate Labor Committee but likewise did not advance.

WORKERS' RIGHTS



What didn't pass...

► **DOMESTIC WORKER LABOR PROTECTIONS:** The bill, **SB 5023**, sponsored by Sen. Saldaña (D-Seattle), aimed to establish protections like meal and rest breaks, give domestic workers the right to keep their own records and documents, and ensure they will be paid at least minimum wage. Domestic workers care for youth, the elderly, and sick across our state, performing essential work without the same protections in their workplaces as other workers. SB 5023 passed the Senate and made it through the House Labor and Workplace Standards Committee, but did not receive a vote on the House floor before cutoff. WSLC looks forward to supporting the policy next session. The companion bill, HB 1561, sponsored by Rep. Monica Stonier (D-Vancouver), did not get a hearing in the House Labor Committee.

► **WAGE REPLACEMENT FOR EXCLUDED WORKERS:** Advocates brought forward a bill to create a wage replacement program for workers who are ineligible for unemployment insurance. Excluded workers, who are often undocumented, contribute to local economies and pay into social safety nets on par with other workers, but when they face a crisis through no fault of their own, they are unable to access the same resources. **SB 5626/HB 1773** (sponsored by Sen. Saldaña, D-Seattle, and Rep. Julio Cortes, D-Everett respectively) would have addressed the current discrepancy, in a moment when immigrants of all documentation status stare down economic turmoil. Although the bill was heard in the Senate Ways and Means Committee, the policy did not make it to the floor this session despite the efforts of both labor and immigrant coalitions.



Rep. Julio Cortes

► **UI BENEFITS FOR STUDENTS:** Under current statute, student workers are automatically disqualified when applying for unemployment insurance. **HB 1843** (Rep. Debra Entenman, D-Kent) and **SB 5540**, (Sen. Bob Hasegawa, D-Renton), would have removed this restriction for students. The exclusion places an unnecessary burden on student workers and does not reflect the modern state of education or the workforce. Students should be able to access the safety nets they pay into when they are faced with financial insecurity.

Building our power at the WSLC Legislative Conference



Hundreds of union members from across Washington came together in February to get briefed on priority legislation and meet with their legislators to urge support.

"Today we think boldly and act strategically," said WSLC President April Sims in her opening remarks. "This isn't a fight for survival, this is a fight for transformation. We will flex our collective power and fight for the policies that make life better for workers, families and communities."



Top: WSLC President April Sims addresses the conference.
Right: WSLC Vice Presidents Silvia Gonzalez (Workers Center) and Connie Rodriguez (LiUNA).
Bottom: members of UFCW Local 367.

WORKER PROTECTIONS



Bill sponsor Rep. Fosse, Gov. Bob Ferguson, WSBCTC Executive Secretary Heather Kurtenbach, WSLC Pres. April Sims, supportive legislators and labor leaders at the HB 1644 bill signing.

Strengthening child labor protections

In 2023, a 16-year-old boy lost both of his legs during a horrific workplace accident. The child was unsupervised, working on equipment they should never have been on. The same contractor was then allowed to secure a multi-million-dollar public works project just over a year later.

This gruesome accident spurred conversations on how to prevent this type of injury from happening again. Rep. Mary Fosse (D-Everett) began working with affiliates from the WSLC and the Washington State Building and Construction Council, AFL-CIO to make significant improvements to protect children in the workplace. The resulting policy was **HB 1644**, concerning Working Minors.



Rep. Mary Fosse

The bill, which passed the House 60-35 and the Senate 37-12, erects guardrails for employers, and outlines how the WA State Department of Labor and Industries can revoke minor work permits and increases penalties for bad employers in certain circumstances. Another major victory, this policy will deem a contractor ineligible to be a Responsible

Bidder for public works projects if they are subject to a minor work permit revocation. Recognizing how important it is for children to get real work experience, and how critical it is to be exposed to the workplace, this law will allow youth to still be employed in nearly every industry, while offering protections and penalties for those that do not prioritize the safety of children in the workplace. This is a major victory for our state and a very positive step in the right direction for protecting children while still offering them impactful experiences as they build their futures.

MORE SAFETY WINS

▶ WORKPLACE VIOLENCE IN HEALTHCARE:

Since 2019, health care settings have been required to develop workplace violence prevention plans and maintain records of all violent incidents on their premises. **HB 1162**, (Rep. Mari Leavitt, D-University Place), builds on this work by requiring investigations for every workplace violence incident and mandating yearly updates to workplace violence prevention plans. Workplace violence continues to be a growing concern in healthcare and this bill ensures that employers are doing their part to provide a safe working environment.

WORKER PROTECTIONS



SEIU 6 members & HB 1524 sponsor Rep. Obras. Photo: SEIU 6

Safety for isolated workers

In 2019, the legislature passed safety requirements for isolated workers like hotel workers, janitors and security guards. However, only 13% of employers were in compliance. SEIU 6 and Rep. Edwin Obras (D-SeaTac) came back with a fix. **HB 1524** requires L&I to enforce security standards already enshrined in law. Giving L&I the ability to enforce safety protections ensures isolated workers can utilize their rights and gives employers clarity of expectation. Members of SEIU 6 showed up in force to secure this win for worker safety.

Retaining call center jobs

Brought forward by CWA and sponsored by Sen. Derek Stanford (D-Bothell), **SB 5459** requires call center employers to give the Employment Security Department 120 days notice before moving their operations overseas. It makes employers who relocate abroad ineligible for state funding for five years and requires state agencies that contract call centers to include in their contract that work be done in the United States, excluding interpretation services. This bill ensures that workers have the notice needed to plan in the case of mass layoffs when a call center is moved abroad. The legislation also does not reward companies that move jobs out of local communities with state grants, keeping good jobs in the state.



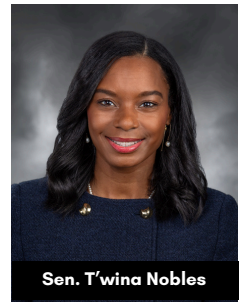
Sen. Derek Stanford

► **PREGNANCY ACCOMMODATIONS:** During their pregnancies, many workers need reasonable accommodations to meet the essential functions of their jobs. In 2019, Governor Jay Inslee signed legislation sponsored by Rep. Beth Doglio (D-Olympia) to require reasonable break time and a non-bathroom space for lactating parents to express milk. Federal law soon followed with the 2022 PUMP Act, but on some work sites the designated lactation space was located far from the employee's station and some employers expected workers to take their lactation breaks in lieu of lunch or bathroom breaks.



Rep. Beth Doglio

SB 5217 by Sen. T'wina Nobles (D-Fircrest) requires employers to pay workers for breaks that are used to breastfeed or express milk, in addition to their regular breaks. The bill also requires employers to pay workers for travel time to the designated lactation space, and excuses people from jury duty if they have an infant under one year old. This bill recognizes the important role that parents play in work environments and further commits our state to the advancement of working families. SB 5217 is a monumental win for working parents.



Sen. T'wina Nobles

► **PERSONNEL FILES:** After seven sessions, advocates secured enforcement for workers' right to access personnel files. Employers are required to furnish personnel records if an employee asks, but compliance is minimal. **HB 1308** (Rep. Julia Reed, D-Seattle), provides workers a Private Cause of Action to access their own personnel files within 21 days for private employers with a 5-day grace period, a win for workers accessing their records for time-loss calculations or to demonstrate wrongful termination.



Sen. Victoria Hunt

Increasing the availability of baby diaper changing stations (HB 1562)

Many parents know the struggle: it's time for a diaper change, but you're out and about with no changing station around, having to make do in the backseat of the car or on the floor. Sen. Victoria Hunt (D-Issaquah) put forth **HB 1562** to address this issue, to require changing stations in new constructions or bathroom renovations exceeding \$15,000 in value. Changing stations must be in bathrooms accessible to people of all genders, greatly improving availability and easing working families' access to public spaces.

WORKER PROTECTIONS



EXPANDING WARN ACT PROTECTIONS

SB 5525, sponsored by Sen. Annette Cleveland (D-Vancouver) implements worker protections which expand upon the federal Worker Adjustment and Retraining Notification (WARN) Act. This legislation ensures that workers are given reasonable warning when they are about to be terminated, allowing them time to search for a new job and make other necessary life adjustments.

SB 5525 requires employers with 50 or more employees to give 60 days written notice of mass layoffs to affected employees and the Employment Security Department. Mass layoffs are defined as the closing of a business or business site with 50 or more employees, or the reduction of work that is equivalent to 50 or more full-time employees. The bill specifies what information must be included in the written notice, including if the layoff is temporary or permanent, or if it relates to the contracting or relocation of affected jobs. Enforcement of the law is through civil action, and may be initiated by an affected worker, a union representative, or by ESD. An employer in violation of the law would be responsible for the pay of the worker for the duration of the violation and up to 60 days. SB 5525 was signed by Gov. Ferguson on May 13.

The subject of mass layoffs was also addressed in a bill by freshman House Rep. Shaun Scott (D-Seattle). His **HB 1313** passed the House Committee on Labor and Workplace Safety but was not heard on the House Floor.

► **THIRD PARTY ADMINISTRATORS:** Sponsored by Sen. Alvarado (D-West Seattle), **SB 5463** mandates that self-insured employers and third-party administrators must exercise good faith and fair dealing when addressing workers' compensation claims from injured workers. By implementing this commonly recognized standard, SB 5463 seeks to prioritize workers' healing and discourage delays and denials of care. This protection is already extended to public employees, so the passage of this legislation marks an end to a double standard between the private and public sectors.



Sen. Emily Alvarado

► **WORKERS COMPENSATION/TIME LOSS:** Under the current workers' compensation system, married people with children receive more in payments due to the formula used. **HB 1788**, sponsored by Rep. Adison Richards (D-Kitsap County), fixes the Time Loss formula to better reflect the needs of single parents. This change will make the time when single parents are injured and out of work more stable for both parents and children.



Rep. Adison Richards

What didn't pass...

► **DOC PTSD PRESUMPTIVE COVERAGE: HB 1070/ SB 5043**, sponsored by Rep. Lauren Davis (D-Shoreline) and Sen. Manka Dhingra (D-Bellevue), respectively, would have created a presumption for Department of Corrections workers that PTSD is an occupational disease, allowing workers' compensation claims resulting from this condition. Corrections officers are first responders to violence in prisons and experience trauma on the job. The adjustments that this legislation would have created remain necessary so these workers can care for their mental health and wellbeing.



Sen. Manka Dhingra



Teamsters Local 117 members at the Capitol advocating for SB 5043. Photo: Teamsters Local 117

COLLECTIVE BARGAINING



Some major wins...

► **DOC WMS EMPLOYEE ARBITRATION: HB 1068**, sponsored by Rep. Beth Doglio (D-Olympia), acts as a fix for excluded Washington Management Service Members (WMS) in the Department of Corrections (DOC) who were previously ineligible for interest arbitration. This change, championed by Teamsters 117, gives those employees the same ability to bargain as other DOC members.

► **DOC EMPLOYEE BARGAINING: HB 1105** (Rep. Mary Fosse, D-Everett) will make it easier for a select group of Corrections employees to collectively bargain. The legislation exempts certain corrections employees from coalition bargaining when they have the opportunity to engage in interest arbitration, which if they choose to use it can slow down the bargaining process for other state workers. By separating these units, the other workers in the unit can reach an agreement while these DOC workers can exercise their legal rights to the fullest degree.

► **FERRY CAPTAIN BARGAINING:** In 2011, the legislature separated the Masters, Mates, and Pilots (MM&P) Union into two separate bargaining units. This year, the two bargaining units are reunited through the passage of **HB 1511**, sponsored by Rep. Lisa Parshley (D-Olympia). This technical fix allows MM&P to bargain together once again and strengthens the power of the union.

► **SALARY SURVEY FOR FERRY WORKERS:** the ferry system is an integral part of transportation in this state, but due to low pay, ferry workers cannot afford to stay. Rep. Jake Fey (D-Tacoma)'s **HB 1264** requires the Office of Financial Management to conduct a salary survey of ferry workers in order to raise the wages to a competitive level and incentivize retention. Ferry workers are a highly trained workforce and deserve to be paid a sustainable wage for the value they create for Washington State.

► **COLLECTIVE BARGAINING FOR CANNABIS AGRICULTURE: HB 1141**, sponsored by Rep. Lillian Ortiz-Self (D-Mukilteo), expands collective bargaining rights to agricultural cannabis workers. Agricultural workers as a group have been historically excluded from legal protections for collective bargaining. This bill represents a step forward for the state. Agricultural cannabis workers are an integral part of the workforce and deserve the legal right to bargain on the same playing field as other cannabis workers. The legislation expands the right to do so, for an emerging industry where rule-making is still being done.

Some work remains...

AI COLLECTIVE BARGAINING

HB 1622/SB 5422 (Rep. Lisa Parshley & Sen. Jessica Bateman, both D-Olympia) would have allowed public employees to collectively bargain over the implementation of artificial intelligence in the workplace. This nuanced and well-worked policy aimed to afford public sector workers the same rights as private sector workers. The rule prohibiting bargaining over technology is a holdover from 2002, when technology referred to pagers and word processors. The exclusion of public workers is obsolete and does not address the technological growth we see today.

► **ACADEMIC EMPLOYEE BARGAINING:** The fight continues for collective bargaining rights for operational student employees at higher education institutions. Though **HB 1570** (Rep. Timmons, D-Bellingham) and companion **SB 5119** (Sen. T'wina Nobles, D-Lakewood) would have explicitly granted these workers the right to form a union, the policy stalled in the House Appropriations committee, despite fierce advocacy from student workers seeking to organize with UAW.



Members of WAWU-UAW, occupational student employees at WWU, at the Capitol. Photo: UAW Region 6

► **PARK RANGER INTEREST ARBITRATION:** While park rangers receive similar training to other limited commission law enforcement, their pay is often not competitive with similar law enforcement professions. **HB 1182**, sponsored by Rep. Dave Paul (D-Oak Harbor), sought to fix this discrepancy by making park rangers eligible for interest arbitration, which would have allowed them to better their wages and working conditions through the interest arbitration process.

PUBLIC EMPLOYEES



Strengthening rights, streamlining processes

► CLEANING UP THE PECBA:

Over the years, the Public Employees Collective Bargaining Act (PECBA) has grown as different job classifications have been added. As a result, the PECBA has become somewhat disorganized and difficult to parse. Sen. Bill Ramos (D-Issaquah) sponsored **SB 5435**, a simple bill to organize the PECBA into clear sections. This bill cleans up the code section without making significant changes, making it easier to read and amend. Tens of thousands of public workers will benefit from Senator Ramos' attention to detail and willingness to get into the weeds to make government more functional.



Sen. Bill Ramos

► PUBLIC EMPLOYEE BARGAINING PROCESSES:

Employers can make it harder for workers to exercise their rights by stalling in negotiations and throwing up roadblocks in adjudication. **SB 5503**, sponsored by Sen. Javier Valdez (D-Seattle), will streamline and clarify the bargaining process and empowers the Public Employment Relations Commission to set hearing dates. This bill also prevents public employers from requiring a worker to waive their statutory rights as part of a grievance settlement, ensuring public workers can exercise all of their rights.



Sen. Javier Valdez

More work to do...

► **COLA FOR PLAN 1 RETIREES: SB 5113** (sponsored by Sen. Matt Boehnke, R-Kennewick) and companion **HB 1292** (sponsored by Rep. Mari Leavitt, D-University Place) would have established an annual increase to the retirement benefits of up to 3% for retirees in the Public Employees' Retirement System and the Teachers' Retirement System Plan 1. Although the Senate bill advanced from the policy committee and had a hearing in Ways and Means, neither bill advanced.



Left: Washington Education Association members rally. (Photo: WEA). **Top right:** WFSE members rally at the State Capitol (Photo: WFSE). **Bottom right:** Members of AFT Washington, SEIU 925, and the Washington Education Association rallying on the Capitol steps. (Photo: AFT WA).

BUILDING TRADES



Progress made on wages, safety...

► CONSTRUCTION ZONE SAFETY:

HB 1822, sponsored by Rep. Sam Low (R-Lake Stevens), would have created a requirement to have a 30 minute construction zone safety course incorporated into driver education courses. Ultimately, this bill did not advance, but the key components were incorporated into **HB 1878**, sponsored by Rep. Brandy Donaghy (D-Mill Creek), to educate young drivers to the hazards in construction zones and protect workers in these very dangerous job locations. This legislation was passed with bipartisan support and signed into law by the Governor on May 17.



Rep. Brandy Donaghy



Rep. Sam Low

► RESPONSIBLE BIDDER CRITERIA:

HB 1549 (Rep. Mary Fosse, D-Everett) adds a requirement to be in good standing with child labor and safety laws to the Responsible Bidder Criteria and requires an apprentice utilization plan for all public works projects with apprentice utilization. It also fixes loopholes in the public works training requirements to ensure a trained employee is on staff when bidding public works and adds a contractor's responsible bidder status to L&I's website. This bill was signed into law on April 16.

► ELECTRICAL VEHICLE INFRASTRUCTURE

TRAINING PROGRAM: Electrical workers who install electric vehicle charging equipment now must have Electrical Vehicle Infrastructure Training Program (EVITP) certification for all public works projects, thanks to **SB 5528**, sponsored by Sen. Marko Liias (D-Edmonds). This certification includes training in load calculations, jobsite safety, PPE and other best known methodologies. The 20-hour course also counts toward continuing education requirements for electrical certification and should provide a safer and more reliable electrical vehicle charging network.

► REDEFINING INTERESTED PARTY, PREVAILING

WAGE: **HB 1821** (Rep. Julio Cortes, D-Everett), expands the definition of "interested party" to include joint labor-management cooperation committees and Taft-Hartley trusts. The bill also requires employee payroll records for public works projects to be provided upon request to interested parties to enforce prevailing wage requirements. This policy will help close loopholes which currently allow contractors to misclassify wage classifications and undercut bids for public works.

► **HIGH HAZARD PREVAILING WAGE:** Washington has minimum wage standard and apprenticeship requirements for construction workers at high hazard facilities (like refineries) to better promote safety and a local workforce. Unfortunately, the minimum wage data chosen (Federal OEWS) has proven flawed, erratic, and unenforceable, and must be changed to our state's prevailing wage data. **HB 1173**, sponsored by Rep. Dan Bronoske (D-Lakewood), allows workers to earn an appropriate wage for the dangerous work they do. It was passed out of the House 82-13 and from the Senate 89-7. This bill was signed into law on May 9.



Rep. Dan Bronoske



WA Building & Construction Trades Council Executive Secretary Heather Kurtenbach (left), SMART Local 66 Business Rep. Justin Bourgault (center) and Gov. Bob Ferguson (right).

Photo: SMART Local 66

What didn't pass...

► **PREVAILING WAGE MAINTENANCE:** On large public works construction projects, prevailing wages are frozen throughout the duration of the project, even if projects span multiple years. **SB 5061** (Sen. Steve Conway, D-Tacoma) would have eliminated those existing wage freezes on public works projects by requiring wages to be at least the prevailing rate of wage in effect at the time the work is performed. This bill left the Senate 35-13 but ultimately did not advance to the House floor.

HOUSING



Advancing housing affordability and access

by KIRA MUNSON

Washington state is in a housing crisis. We need more homes, over 1 million in the next 20 years, and we need those homes to be affordable so working families don't have to bear the burden of over a third of their income going towards rent, as more than 50% of all renting Washingtonians did as recently as 2023.

To that end, ensuring affordability and access in new housing development was a priority this year, with some notable wins. **HB 1491**, sponsored by Rep. Julia Reed (D-Seattle), incentivizes mixed-use development surrounding transit stations and ensures affordability for a significant amount of new homes. This bill will allow the siting of childcare centers, businesses and housing around the transit investments we've made in this state, and ensures workers in this state will be able to take advantage of ongoing investments in infrastructure. Housing development also creates jobs for workers and as we continue to grow transit access across the state, we create opportunities for workers to thrive. HB 1491 passed the House 58-39 and passed the Senate 30-18.

Similarly, **SB 5184**, sponsored by Sen. Jessica Bateman (D-Olympia), limits minimum parking requirements in cities and counties. Parking requirements often stifle new housing development and as Washington stares down our current housing crisis, we need to streamline development that prioritizes the need we are experiencing.

This year also saw the passage of **HB 1217**, sponsored by Sen. Emily Alvarado (D-Seattle), which limits rent increases for tenants to 7% plus CPI (Consumer Price Index) or 10% whichever is lower, and 5% for mobile homes. The bill also mitigates the amount of extraneous fees that can be required when a tenant moves in and requires 3 month notice of any rent increases. The bill passed the House 53-42 with 3 excused votes and passed the Senate 29-20.

Stabilizing rent increases is a huge win for renters and low-wage workers across the state and is a vital part of the solution to addressing the housing crisis. The predictability of the proposed rent increases and the requirement of notice allow workers to plan their housing budget and prevent the unmitigated precipitous rent hikes that are currently allowed in Washington.

More work is still needed to support housing affordability and stability. Bills like **HB 1927**,



Rep. Natasha Hill

Rent Credit Reporting, sponsored by Rep. Natasha Hill (D-Spokane), would have set up a pilot program to allow renters to gain credit from rent payments. For most tenants, rent payments are their largest financial obligation, and being able to build credit through those payments without taking on additional debt can be highly influential.

EDUCATION

► **HB 1296** (Rep. Monica Stonier, D-Vancouver) Clarifies language from the 2024 session by adding and adjusting certain rights of parents and legal guardians, strengthens language protecting student rights, particularly students from historically marginalized groups. It also codifies investigative processes when school districts willfully do not comply with state laws and ensures anti-retaliation protections for educators who support students' rights.



Rep. Monica Stonier

► **SB 5263** (Sen. Jamie Pedersen, D-Seattle) Increases state investment in Special Education services in schools, eliminates the funding cap, makes the safety net program more accessible, and an increase in the Special Education per-student multiplier. This provides a much needed \$776 million over 4 years for K-12 special education funding. It is not as high as original numbers, and does not fully meet the existing need, but this is a down payment toward addressing the state's chronic underfunding of special education.

What didn't pass...

► **HB 1036** (Ortiz-Self) would have added a member from labor to each Board of Trustees for the regional universities, community and technical college districts, and the Evergreen State College. The bill advanced to the House Rules Committee but was not brought to the floor for a vote.



Progress made through Climate Jobs Washington...

► **CLEAN FUELS PROGRAM STANDARDS: HB 1409**

(Rep. Joe Fitzgibbon, D-West Seattle) increases compliance standards for the Clean Fuels Program (CFP). The Department of Ecology's CFP rules must reduce the carbon intensity of transportation fuels by 45 percent below 2017 levels by January 1, 2038; if Ecology determines emissions from transportation fuels have not proportionately been reduced or an increase of the CFP carbon intensity standard is necessary to proportionately reduce greenhouse gas emission, Ecology may adjust the carbon intensity standard to 55 percent below 2017 levels beginning in 2038, and may accordingly adjust the carbon intensity standards for the year 2032 through 2037.

► **CLIMATE COMMITMENT ACT ADJUSTMENTS:**

HB 1975 (Fitzgibbon) amends the Climate Commitment Act by adjusting auction price containment mechanisms and ceiling prices, addressing the department of ecology's authority to amend rules to facilitate linkage with other jurisdictions, and providing for market dynamic analysis.



► **CLEAN BUILDING STANDARDS COMPLIANCE:**

HB 1543 (Rep. Beth Doglio, D-Olympia) expands pathways for compliance with clean buildings standards, allowing the Department of Commerce to adopt additional compliance pathways for building owners. Commerce may develop alternative metric targets related to energy use and greenhouse gas emissions if these alternative metrics are included in the ANSI/ASHRAE/IES Standard 100-2018 or subsequent versions of the ANSI/ASHRAE/IES Standard 100-2018. Alternative metrics apply in most instances where energy use intensity targets apply, excluding the early adoption incentive program.

More to do...

► **NUCLEAR ENERGY COMPANY TAX PREFERENCES: HB 1210** (Rep. Stephanie Barnard, R-Pasco) would have updated tax preferences for nuclear energy companies to continue research, development, and design of facilities in the Tri-Cities. This bill required project labor agreements for the construction of all new facilities benefitting from this tax preference. Climate Jobs Washington (CJWA) will continue to support this bill in the 2026 Session.

► **ELECTRIC TRANSMISSION SYSTEM IMPROVEMENTS: SB 5466** (Sen. Sharon Shewmake, D-Bellingham), the categorical exemption from SEPA for reconductoring of transmission lines and the creation of WA's transmission authority, didn't advance. However, budget appropriations were secured to move progress on transmission forward at the Department of Commerce. Some iteration of this bill will be revived next session, and a government to government consultation is likely to occur with Tribal Nations to address concerns with the existing consultation process under SEPA.

► **CLEAN ENERGY TAX POLICY: CJWA was** supportive of the intent of **HB 1960** (Rep. Alex Ramel D-Bellingham) to correct issues with the taxation of clean energy projects at the local level, but had to oppose the bill advancing out of the house because of concerns about the new proposed rates, cumulative impacts of the proposed inflation adjuster, and uncertainty pertaining to the federal tax credits, which impact project valuation and local tax revenues. CJWA is eager to support a solution that keeps counties whole without dissuading clean energy development in WA.



HEALTHCARE & CHILDCARE



Steps forward for working families...

► **MEDICAL DEBT:** A good credit score is crucial for many purchases, including to secure housing. Medical debt has damaged the credit scores of millions, punishing individuals for circumstances that are generally out of their control. **SB 5480** (Sen. Marcus Riccelli, D-Spokane) prohibits the inclusion of medical debt in credit scores and voids any medical debt reported to a credit reporting agency. This bill will prevent medical debt from ruining opportunities for working people, helping innumerable Washingtonians moving forward. SB 5480 was signed into law on April 22.

► **WORKERS' COMPENSATION TIME-LOSS FORMULA:** Some workers and their families lose health insurance benefits while the worker is rehabilitating a workplace injury due to insufficient time-loss compensation. **HB 1788** (Rep. Addison Richards, D-Oak Harbor) adjusts the time-loss formula to pay 100% of the healthcare fringe instead of only 60-75% and creates equity in the formula for different family compositions.

► **CHILDCARE SITING:** Many Washingtonians do not have child care that is convenient to their homes or workplaces, and one aspect of this problem involves permitting and siting of child care centers. **SB 5509** (Sen. Emily Alvarado, D-West Seattle) requires cities and towns to permit child care centers conditionally in industrial and light-industrial zones, and to permit child care centers outright in all other types of zones. This policy will remove a major barrier to the construction or renovation of child care centers and help reduce the number of people in this state living in a child care desert.

More work to do...

► **FERTILITY SERVICES:** Fertility services are essential for many families, but access to these services is uneven. **SB 5121** (Sen. Noel Frame, D-Seattle) would have required insurance plans to cover diagnosis and treatment of fertility plans and to cover fertility preservation. The companion bill, HB 1129, was sponsored by Rep. Monica Stonier (D-Vancouver). HB 1129 passed the House Committee on Health Care & Wellness but was not heard in the Appropriations Committee. The ability to have a family should not be dependent upon a worker's income bracket or the quality of their health care insurance, and work on this legislation will continue.

► **EMERGENCY SUPPLY OF INSULIN:** Insulin rationing continues to cut short the lives of diabetic individuals who are having a difficult time covering the costs of their medicine. **SB 5326** (Sen. Annette Cleveland, D-Vancouver) would have created a program under the state Health Care Authority to provide an affordable, emergency supply of insulin to eligible individuals. The bill passed through the Senate Health & Long-Term Care Committee, but failed to advance from the Senate Ways & Means Committee.

► **ESSENTIAL WORKER HEALTH CARE PROGRAM:** Many caregivers at skilled nursing facilities do not have access to affordable, quality health care insurance. **SB 5344** (Sen. Marcus Riccelli, D-Spokane) would have remedied this situation by creating the Essential Worker Health Care Program at the Department of Social and Health Services, tasked with assisting employers with securing healthcare for their employees. SB 5344 passed the Senate Health & Long-Term Care Committee and was heard in the Ways & Means Committee, but failed to advance from the fiscal committee.



SEIU Local 775 members rallying at the Capitol. Photo: SEIU 775

HEALTHCARE & CHILDCARE



More work to do...

► **ATTORNEY GENERAL OVERSIGHT OF HEALTHCARE MERGERS:** Healthcare mergers often result in facility consolidations that create healthcare deserts, decimate jobs, and increase prices paid by patients. **HB 1881** was the latest in a multi-year effort to establish a review process for such mergers, this time led by Rep. Jamila Taylor (D-Federal Way). The bill would have required healthcare entities to provide notice of mergers, for the Health Care Authority to review the notice, and for the Attorney General to deny, approve or apply conditions to the transaction. HB 1881 was heard in the House Committee on Civil Rights & Judiciary, but failed to advance. Sen. Manka Dhingra (D-Redmond) sponsored the companion bill, SB 5704, which likewise did not advance. This is a strong policy for which labor will continue to advocate.



Rep. Jamila Taylor

CHILDCARE WORKFORCE STANDARDS BOARD

SB 5062, sponsored by Sen. Emily Alvarado (D-West Seattle), would have created an oversight board for childcare workers for issues like wages, working conditions, and industry-specific training. The childcare system is currently fractured under disparate employers working largely independently. This bill would have brought these employers to the table alongside workers to collaboratively develop high standards for the childcare providers across the state. Unfortunately, though SB 5062 made it out of the Senate Labor Committee, it stalled out in Senate Ways and Means. The companion bill, HB 1128, sponsored by Representative Mary Fosse D-Everett, was heard in the House Labor Committee but did not advance beyond the House Appropriations Committee.

More work needed to stabilize childcare, secure living wages

Despite considerable advancements made by childcare providers in recent years, many Washingtonians still struggle to find adequate childcare. This is in no small part due to the narrow profit margins for providers, which disincentivizes the growth necessary for the sector to catch up with the demand for childcare.

SEIU 925 worked in coalition with Sen. Alvarado and other childcare advocates to move **SB 5500**, the Quality Childcare Act, which aimed to update child care reimbursement rates. This bill would have required rates to meet or exceed 85% of market rates as determined by a regularly-conducted rate survey, as well as require the Department of Children Youth and Families to reassess special needs auxiliary rates every three years.

SB 5500 passed the Senate Early Learning Committee but did not receive consideration on the Senate Floor. We expect to work on this legislation next year. More work needs to be done to professionalize and stabilize the childcare industry, and this begins with ensuring that providers are paid a living wage.



Members of SEIU Local 925 with Sen. Rebecca Saldaña at the Capitol. Photo: SEIU 925

LEGISLATIVE SCORECARD



Vote descriptions:

▶ **ESHB 1141 (Ortiz-Self)** - Expanding collective bargaining rights to cover cannabis agricultural workers.

▶ **EHB 1173 (Bronoske)** - Using state data to inform the high hazard prevailing wage.

▶ **E2SHB 1213 (Berry)** - Expanding protections for workers in the state paid family and medical leave program.

▶ **SHB 1308 (Reed)** - Providing enforcement mechanisms to ensure workers' right to access their own personnel records.

▶ **ESHB 1332 (Obras)** - Requiring transportation network companies to provide a grace period for changes in vehicle classification, as well as trip receipts upon request.

▶ **ESHB 1622 (Parshley)** - Allowing public employees to bargain over the use of artificial intelligence in the workplace. *House only.*

▶ **ESHB 1644 (Fosse)** - Strengthening child labor protections as well as Responsible Bidder criteria for public works projects.

▶ **2SHB 1788 (Richards)** - Fixing the Workers Compensation time loss formula to better reflect the needs of single parents.

▶ **ESHB 2081 (Fitzgibbon)** - Increasing the business and occupation tax and closes tax loopholes, securing vital funding for public services.

SCORECARD KEY

Voted with workers = ✓

Voted against workers = ✗

Excused = E

▶ **ESSB 5041 (Riccelli)** - Providing unemployment insurance for striking workers.

▶ **E2SSB 5061 (Conway)** - Requiring certain wages in public works contracts to be at least the prevailing wage in effect when the work is performed. *Senate only.*

▶ **E2SSB 5217 (Nobles)** - Requiring reasonable break time and a non-bathroom space for lactating parents to express milk.

▶ **ESSB 5459 (Stanford)** - Requiring call center employers to give notice before moving their operations overseas and makes those employers ineligible for state funding for five years.

▶ **SB 5463 (Alvarado)** - Mandating self-insured employers and third-party administrators exercise good faith and fair dealing when addressing workers' compensation claims from injured workers.

▶ **SSB 5503 (Valdez)** - Streamlining and clarifying the bargaining process so public employees can reach a decision on a settlement hearing quickly.

▶ **ESSB 5813 (Wilson)** - Increasing funding to the education legacy trust account by creating a more progressive rate structure for the capital gains tax and estate tax.



	ESHB 1141: Cannabis Ag. bargaining	EHB 1173: High hazard wages	E2SHB 1213: Paid Family & Medical Leave	SHB 1308: Access to personnel records	ESHB 1332: Transp. network companies	ESHB 1644: Working minors	2SHB 1788: Workers' compensation	ESHB 2081: Business and Occupation tax	ESSB 5041: UI for striking workers	E2SSB 5061: Public works wages	E2SSB 5217: Pregnancy accommodations	ESSB 5459: Call center retention	SB 5463: Industrial insurance/duties	SSB 5503: Public employee bargaining	ESSB 5813: Tax rates/cap. gains, estate	2024 Voting Record	Lifetime Voting Record
LD 34 Sen. Emily Alvarado (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 22 Sen. Jessica Bateman (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 8 Sen. Matt Boehnke (R)	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	13	16
LD 20 Sen. John Braun (R)	✗	✓	✗	✗	✗	✓	✓	✗	✗	✗	✓	✗	✗	✗	✗	27	20
LD 24 Sen. Mike Chapman (D)	✗	✓	✗	✗	✗	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	67	77
LD 4 Sen. Leonard Christian (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0	0
LD 49 Sen. Annette Cleveland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 29 Sen. Steve Conway (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 18 Sen. Adrian Cortes (D)	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✗	87	87
LD 45 Sen. Manka Dhingra (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 16 Sen. Perry Dozier (R)	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	13	11
LD 31 Sen. Phil Fortunato (R)	✗	✓	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗	13	23
LD 36 Sen. Noel Frame (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 25 Sen. Chris Gildon (R)	✗	✓	✗	✗	✗	✓	✓	✗	✗	✗	✗	✗	✗	✗	✗	20	28
LD 12 Sen. Keith Goehner (R)	✗	✓	✗	✗	✗	✗	✗	✗	✗	✓	✓	✗	✗	✗	✗	20	29
LD 23 Sen. Drew Hansen (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 17 Sen. Paul Harris (R)	✗	✓	✗	✓	✗	✓	✓	✗	✗	✓	✓	✗	✗	✗	✗	40	31
LD 11 Sen. Bob Hasegawa (D)	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	93	98
LD 6 Sen. Jeff Holy (R)	✗	✓	✗	✓	✗	✓	✓	✗	✗	✓	✓	✗	✓	✓	✗	53	30
LD 47 Sen. Claudia Kauffman (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
LD 14 Sen. Curtis King (R)	✗	✓	✗	✓	✗	✓	✓	✗	✗	✓	✓	✗	✗	✗	✗	40	33
LD 26 Sen. Deborah Krishnadasan (D)	✓	✓	✓	✓	✗	✓	✓	✗	✓	✓	✓	✓	✗	✓	✗	73	73
LD 21 Sen. Marko Liias (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	93	97
LD 40 Sen. Liz Lovelett (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 44 Sen. John Lovick (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 35 Sen. Drew MacEwen (R)	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	13	28
LD 2 Sen. Jim McCune (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0	18
LD 10 Sen. Ron Muzzall (R)	✗	✓	✗	✗	✗	✓	✓	✗	✗	✓	✓	✗	✗	✗	✗	33	31
LD 28 Sen. Twina Nobles (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 33 Sen. Tina Orwall (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 43 Sen. Jamie Pedersen (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	91
LD 5 Sen. Bill Ramos (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 3 Sen. Marcus Riccelli (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 38 Sen. June Robinson (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 37 Sen. Rebecca Saldaña (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 32 Sen. Jesse Salomon (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 9 Sen. Mark Schoesler (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0	11
LD 42 Sen. Sharon Shewmake (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	92
LD 7 Sen. Shelly Short (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0	13
LD 48 Sen. Vandana Slatter (D)	✓	✓	E	✓	✓	✓	E	✗	✓	✓	✓	✓	✓	✓	✓	92	99
LD 1 Sen. Derek Stanford (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 15 Sen. Nikki Torres (R)	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗	✗	7	15
LD 27 Sen. Yasmin Trudeau (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 46 Sen. Javier Valdez (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 39 Sen. Keith Wagoner (R)	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0	8
LD 13 Sen. Judy Warnick (R)	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	13	18
LD 41 Sen. Lisa Wellman (D)	✓	✓	✓	✓	✓	✓	✓	✓	✗	E	E	✓	✓	✓	✓	92	97
LD 30 Sen. Claire Wilson (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 19 Sen. Jeff Wilson (R)	✗	✓	✗	✗	✗	✓	✗	✗	✗	✓	✓	✗	✗	✗	✗	27	35



		ESHB 1141: Cannabis Ag. bargaining	EHB 1173: High hazard wages	E2SHB 1213: Paid Family & Medical Leave	SHB 1308: Access to personnel records	ESHB 1332: Transp. network companies	ESHB 1644: Working minors	2SHB 1788: Workers' compensation	ESHB 2081: Business and Occupation tax	ESSB 5041: UI for striking workers	ESHB 1622: Collective bargaining/AI use	E2SSB 5217: Pregnancy accommodations	ESSB 5459: Call center retention	SB 5463: Industrial insurance/duties	SSB 5503: Public employee bargaining	ESSB 5813: Tax rates/cap. gains, estate	2024 Voting Record	Lifetime Voting Record
LD 20	Rep. Peter Abbarno (R)	X	✓	X	X	X	X	✓	X	X	X	✓	✓	✓	X	X	33	33
LD 7	Rep. Hunter Abell (R)	X	X	X	X	X	X	✓	X	X	X	X	X	X	X	X	7	7
LD 2	Rep. Andrew Barkis (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	13	24
LD 8	Rep. Stephanie Barnard (R)	X	✓	X	X	X	X	✓	X	X	X	X	✓	✓	X	X	27	25
LD 44	Rep. April Berg (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 11	Rep. Steve Bergquist (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 24	Rep. Adam Bernbaum (D)	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	93	93
LD 36	Rep. Liz Berry (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 28	Rep. Dan Bronoske (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 12	Rep. Brian Burnett (R)	X	✓	X	X	X	X	✓	X	X	X	✓	✓	X	X	X	27	27
LD 26	Rep. Michelle Caldier (R)	X	✓	X	X	X	X	✓	X	X	✓	✓	✓	X	✓	X	40	31
LD 5	Rep. Lisa Callan (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
LD 4	Rep. Rob Chase (R)	X	✓	X	X	X	X	✓	X	X	X	X	X	X	X	X	13	13
LD 8	Rep. April Connors (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	13	17
LD 15	Rep. Chris Corry (R)	X	✓	X	X	X	X	X	X	X	X	X	X	X	X	X	7	21
LD 38	Rep. Julio Cortes (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 35	Rep. Travis Couture (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	20	21
LD 32	Rep. Lauren Davis (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 13	Rep. Tom Dent (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	13	15
LD 22	Rep. Beth Doglio (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 44	Rep. Brandy Donaghy (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 1	Rep. Davina Duerr (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 15	Rep. Jeremie Dufault (R)	X	X	X	X	X	X	X	X	X	X	✓	✓	X	X	X	13	13
LD 9	Rep. Mary Dye (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	13	14
LD 7	Rep. Andrew Engell (R)	X	X	X	X	X	X	✓	X	X	X	X	X	X	X	X	7	7
LD 47	Rep. Debra Entenman (D)	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	E	✓	93	97
LD 39	Rep. Carolyn Eslick (R)	X	✓	X	X	X	X	✓	X	X	E	X	✓	✓	X	X	29	14
LD 39	Rep. Darya Farivar (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 27	Rep. Jake Fey (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 34	Rep. Joe Fitzgibbon (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 38	Rep. Mary Fosse (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 45	Rep. Roger Goodman (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 6	Rep. Jenny Graham (R)	E	X	X	X	X	E	✓	X	X	X	✓	✓	X	X	X	23	29
LD 33	Rep. Mia Gregerson (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 35	Rep. Dan Griffey (R)	X	✓	X	X	X	X	✓	X	X	✓	✓	✓	X	X	X	33	32
LD 11	Rep. David Hackney (D)	E	✓	✓	✓	✓	E	E	X	✓	E	✓	✓	✓	✓	✓	91	99
LD 3	Rep. Natasha Hill (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 5	Rep. Victoria Hunt (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 25	Rep. Cyndy Jacobsen (R)	X	X	X	X	X	X	✓	X	X	X	X	✓	X	X	X	13	18
LD 27	Rep. Laurie Jenkins (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	96
LD 25	Rep. Michael Keaton (R)	X	✓	X	X	X	X	✓	X	✓	X	X	X	X	✓	X	20	27
LD 16	Rep. Mark Klicker (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	13	21
LD 1	Rep. Shelley Kloba (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 28	Rep. Mari Leavitt (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	93	87
LD 40	Rep. Debra Lekanoff (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 18	Rep. John Ley (R)	X	✓	X	X	X	X	✓	X	X	X	X	✓	X	X	X	20	20
LD 39	Rep. Sam Low (R)	X	✓	X	X	✓	✓	✓	X	X	✓	X	✓	✓	✓	X	53	42
LD 39	Rep. Nicole Macri (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 14	Rep. Deb Manjarrez (R)	X	✓	X	X	X	X	X	X	X	X	✓	✓	X	X	X	20	20



		ESHB 1141: Cannabis Ag. bargaining	EHB 1173: High hazard wages	E2SHB 1213: Paid Family & Medical Leave	SHB 1308: Access to personnel records	ESHB 1332: Transp. network companies	ESHB 1644: Working minors	2SHB 1788: Workers' compensation	ESHB 2081: Business and Occupation tax	ESSB 5041: UI for striking workers	ESHB 1622: Collective bargaining/AI use	E2SSB 5217: Pregnancy accommodations	ESSB 5459: Call center retention	SB 5463: Industrial insurance/duties	SSB 5503: Public employee bargaining	ESSB 5813: Tax rates/cap. gains, estate	2024 Voting Record	Lifetime Voting Record
LD 2	Rep. Matt Marshall (R)	X	X	X	X	X	X	X	X	X	X	X	✓	X	X	X	7	7
LD 18	Rep. Stephanie McClintock (R)	X	✓	X	X	X	X	X	X	X	X	✓	X	X	X	X	13	8
LD 19	Rep. Joel McEntire (R)	X	✓	X	X	X	✓	✓	X	X	X	X	E	E	X	X	23	14
LD 29	Rep. Sharlett Mena (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 14	Rep. Gloria Mendoza (R)	X	E	E	E	E	X	X	X	X	X	E	E	E	E	X	0	0
LD 29	Rep. Melanie Morgan (D)	X	✓	✓	✓	✓	✓	✓	✓	E	✓	✓	✓	✓	✓	✓	93	98
LD 23	Rep. Greg Nance (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 33	Rep. Edwin Obras (D)	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	93	93
LD 20	Rep. Ed Orcutt (R)	X	X	X	X	X	X	X	X	X	X	X	✓	X	X	X	6	22
LD 3	Rep. Timm Ormsby (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 21	Rep. Lillian Ortiz-Self (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 22	Rep. Lisa Parshley (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 10	Rep. Dave Paul (D)	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	X	87	94
LD 31	Rep. Joshua Penner (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	13	13
LD 21	Rep. Strom Peterson (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 46	Rep. Gerry Pollet (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 40	Rep. Alex Ramel (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 36	Rep. Julia Reed (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 30	Rep. Kristine Reeves (D)	X	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	87	98
LD 26	Rep. Adison Richards (D)	✓	✓	X	✓	✓	✓	✓	X	X	✓	✓	✓	X	✓	X	67	73
LD 16	Rep. Skyler Rude (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	✓	X	X	20	37
LD 42	Rep. Alicia Rule (D)	✓	✓	E	✓	✓	✓	✓	X	✓	X	✓	✓	✓	✓	X	79	89
LD 32	Rep. Cindy Ryu (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 48	Rep. Osman Salahuddin (D)	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	93	93
LD 37	Rep. Sharon Tomiko Santos (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
LD 9	Rep. Joe Schmick (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	13	14
LD 4	Rep. Suzanne Schmidt (R)	X	✓	X	X	X	✓	✓	X	X	X	✓	✓	✓	X	X	40	25
LD 43	Rep. Shaun Scott (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 10	Rep. Clyde Shavers (D)	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	X	87	92
LD 23	Rep. Tarra Simmons (D)	✓	✓	✓	✓	✓	✓	E	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 45	Rep. Larry Springer (D)	✓	✓	✓	X	✓	X	✓	✓	X	X	✓	✓	✓	✓	✓	73	82
LD 47	Rep. Chris Stearns (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 12	Rep. Mike Steele (R)	X	✓	X	X	X	X	✓	X	X	X	✓	✓	X	X	X	27	32
LD 31	Rep. Drew Stokesbary (R)	X	✓	X	X	X	X	X	X	X	X	X	✓	X	X	X	13	26
LD 49	Rep. Monica Jurado Stonier (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 37	Rep. Chipalo Street (D)	✓	E	✓	E	E	✓	✓	✓	E	✓	✓	✓	✓	✓	✓	100	100
LD 17	Rep. David Stuebe (R)	X	✓	X	X	X	X	✓	X	X	✓	✓	✓	✓	X	X	40	40
LD 30	Rep. Jamila Taylor (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 41	Rep. My-Linh Thai (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
LD 24	Rep. Steve Tharinger (D)	✓	✓	✓	✓	✓	✓	✓	✓	X	X	✓	✓	✓	✓	✓	87	95
LD 34	Rep. Brianna Thomas (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 42	Rep. Joe Timmons (D)	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	X	87	92
LD 6	Rep. Mike Volz (R)	X	✓	E	X	X	E	✓	X	X	X	✓	✓	X	X	X	31	29
LD 48	Rep. Amy Walen (D)	✓	✓	✓	X	✓	✓	✓	X	X	X	✓	✓	X	✓	✓	67	80
LD 19	Rep. Jim Walsh (R)	X	✓	X	X	X	X	✓	X	X	X	X	X	X	X	X	13	26
LD 17	Rep. Kevin Waters (R)	X	✓	X	X	X	X	✓	X	X	X	✓	✓	X	X	X	27	35
LD 49	Rep. Sharon Wylie (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
LD 13	Rep. Alex Ybarra (R)	X	✓	X	X	X	X	X	X	X	X	✓	✓	X	X	X	13	25
LD 41	Rep. Janice Zahn (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100

BILL SPONSORSHIPS



Lots of proposed legislation that would seriously benefit or harm working families never gets voted on. But you can tell who supports good, bad, or ugly bills based on sponsorships. Here are some of those bills from the 2025 session.



■ HB 1773 – Creating a **wage replacement program for certain Washington workers excluded from unemployment insurance.**

SPONSOR: **Rep. Julio Cortes**

CO-SPONSORS: Ortiz-Self, Mena, Taylor, Farivar, Berry, Walen, Ormsby, Thai, Stonier, Ryu, Ramel, Macri, Berg, Gregerson, Zahn, Simmons, Scott, Parshley, Salahuddin, Fosse, Duerr, Doglio, Pollet, Reed

■ HB 1155 – **Prohibiting noncompetition agreements** and clarifying nonsolicitation agreements.

SPONSOR: **Rep. Liz Berry**

CO-SPONSORS: Walen, Ramel, Reed, Ryu, Alvarado, Mena, Macri, Farivar, Fosse, Simmons, Peterson, Goodman, Pollet, Kloba, Ormsby, Salahuddin, Hill

■ SB 5404 – **Concerning public defense services.**

SPONSOR: **Sen. Yasmin Trudeau**

CO-SPONSORS: Lovick, Frame, Schoesler, Chapman, Goehner, Hasegawa, Lovelett, Muzzall, Nobles, Saldaña, Salomon, Shewmake, Valdez, Warnick, Wilson, J.



Sen. Yasmin Trudeau

■ SJR 8204 – Amending the Constitution to address **reproductive freedom and gender-affirming care**

SPONSOR: **Sen. Vandana Slatter**

CO-SPONSORS: Krishnadasan, Cleveland, Dhingra, Saldaña, Alvarado, Valdez, Pedersen, Salomon, Cortes, Orwall, Conway, Lovelett, Nobles, Shewmake, Lovick, Riccelli, Ramos, Hasegawa, Frame, Liias, Wilson, C., Stanford, Kauffman, Robinson, Bateman, Chapman, Trudeau



Sen. Vandana Slatter

■ SB 5292 – Concerning **paid family and medical leave rates.**

SPONSOR: **Sen. Steve Conway**

CO-SPONSORS: Saldaña, Cortes, Nobles, Salomon, Wilson, C.

■ SB 5724 – Improving **student access to dual credit programs**, including career and technical education dual credit programs.

SPONSOR: **Sen. Deborah Krishnadasan**

CO-SPONSORS: Boehnke, Cortes



Sen. Deborah Krishnadasan

■ HB 1785 – Imposing a **surcharge on publicly traded companies providing excessive executive compensation.**

SPONSOR: **Rep. Beth Doglio**

CO-SPONSORS: Berry, Parshley, Ramel, Reed, Mena, Ryu, Fosse, Thomas, Cortes, Pollet, Macri, Hill, Scott



■ HB 1729 – Providing property tax relief by reducing both parts of the state school levies.

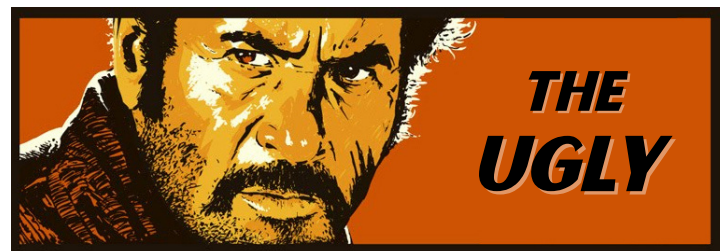
SPONSOR: **Rep. Ed Orcutt**

CO-SPONSORS: Dufault, Manjarrez, Mendoza, Ley, Barnard, Eslick

■ HB 1225 – **Reforming the Washington state budgeting process** through requiring prioritized spending on essential state functions, placing limitations on state spending and revenue proposals, and requiring accountability for every dollar spent within the state budget.

SPONSOR: **Rep. Travis Couture**

CO-SPONSORS: Connors, Low, Jacobsen, Rude, McClintock, Keaton, Walsh, Ley, Dufault, Barnard, Caldier



■ HB 1585 – Repealing the **long-term care services and supports trust** program.

SPONSOR: **Rep. Jeremie Dufault**

■ HB 1585 – Requiring **verification of citizenship for voter registration.**

SPONSOR: **Rep. Matt Marshall**

CO-SPONSORS: Eslick, Graham, Couture, Burnett, Penner, McEntire, Corry, Griffey, Barkis, Chase, Volz, Keaton, Waters, Walsh, Barnard

■ SB 5311 – Increasing **work participation rates for** able-bodied working-age adults **receiving cash and food assistance.**

SPONSOR: **Sen. John Braun**

CO-SPONSORS: Boehnke, Christian, Gildon, Schoesler, Warnick

■ HB 2052 – Allowing **agricultural employees to voluntarily waive overtime requirements** for up to 15 workweeks in a calendar year.

SPONSOR: **Rep. Gloria Mendoza**

CO-SPONSORS: Dufault, Barnard, Chase, Stuebe

IN MEMORIAM



Honoring former Speaker Frank Chopp and Sen. Bill Ramos

by OSTA DAVIS

Speaker Frank Chopp's roots in the labor movement ran deep. His father started working in the coal mines at the age of 12 and met his wife (Frank's mom) on a picket line in Roslyn, Washington, fighting back against the coal companies.

Frank was elected to represent the 43rd Legislative District in the State Legislature in 1994. Five years later, Frank served as co-Speaker when the House had an even partisan split. Frank worked to regain and maintain a Democratic majority, serving as the sole Speaker of the House from 2002-2019, the longest tenure of any legislative leader in our State.

Frank was a legislative giant. But when I think about him, the descriptor that seems to best fit is "organizer." Frank believed in freedom from poverty through action. Frank was proud to support and work to pass the highest minimum wage in the nation, because in his words, "people who work should not be poor." Frank respected working people.

I remember how empowered I felt as a young staffer for Frank. A candidate would ask a question, and he would give me the first stab at responding, emphasizing to others that his staff had his full trust and respect. Frank's legacy is free and low-cost healthcare for children through Apple Health, the Housing Trust Fund, and stronger anti-discrimination laws. But like any true organizer, his legacy also lives on through the staff who worked with him over the years.

When I feel discouraged by the chaos of the political moment, I find myself drawn to the Statue of Liberty lapel pin Frank gave me and steel myself to carry on the fight for freedom.

Like Frank, State Sen. Bill Ramos was a force. In 2018, Bill ran in a Republican-held seat with the deck stacked against him. Bill was willing to take on a long-shot race because he believed that his community deserved thoughtful representation, someone who listened and bridged divides. What set Bill apart was that his vision was not an abstraction; rather, it was rooted in his nearly unparalleled work ethic, knocking on thousands of doors and driving to even the most rural corners of his district to speak with voters.

Bill, a team player at heart, delighted in helping others achieve their goals. From working to ensure his future seatmate flipped her seat to advancing a colleague's priorities, Bill would be the first to greet you with a smile and say, "I got you." Bill and his wife, King Co. Councilmember Sarah Perry, extended this generosity through welcoming folks into their homes, caring deeply about their team, and providing encouragement to all.

Bill won, and years later when asked about labor votes, Bill responded: "In my 6 years in the House, if a pro-labor bill came to the floor, for me, an affirmative vote was not a difficult vote...those aims and objectives are pushed to make working people's lives better, and that is something that I strongly believe in as a legitimate role for government."

For Bill, leading in transportation policy was a vehicle to create union jobs and equity-driven workforce development programs. A proud member of the Latino Caucus, Bill knew the power of representation and personally encouraged Latino and BIPOC people to seek out state-registered apprenticeship programs and build pathways to family-wage jobs.

Our movement owes deep gratitude to both Frank and Bill for their stalwart support of union values. Their true legacy is a better Washington for all of us.



"We do this work not for the glory, not for the money, not for the courts. We do this work for the people." - Frank Chopp

Top: Sen. Bill Ramos (center), with Congresswoman Kim Schrier, U.S. Sen. Maria Cantwell, State Sen. Victoria Hunt and supporters during a 2024 canvass.

Left: Ramos (right), with Sen. Rebecca Saldaña, former Sen. Karen Keiser, Rep. Mary Fosse, and Rep. Liz Berry in 2023.

Right: Speaker Frank Chopp addresses the 2009 WSLC Legislative Convention.

BUILDING POLITICAL POWER



Path to Power: Activating worker champions

Washington state has some of the strongest workers' rights and protections because organized labor and our allies have worked hard to ensure that people who are committed to standing up for working families in the Legislature and other government institutions have a fair shake at getting elected. Many working people have the essential life experiences needed to be successful politicians. But running for office isn't straightforward. And we know that corporations have deep pockets to elect candidates who will serve their interests.



The 2025 Path to Power cohort and WSLC Political & Strategic Campaigns Director Osta Davis on the steps of the Capitol building in Olympia.

Labor's pockets may not be as deep, but people have always been our movement's most valuable asset. Enter Path to Power, the WSLC's candidate training program, equipping union members and working people from allied organizations with the tools they need to run successful campaigns. Path to Power alums serve in state-wide office, in the Legislature, on City and County Councils, and on school boards across Washington.

This training takes place over three days in early Spring every year. Contact WSLC Political & Strategic Campaigns Director Osta Davis with questions about the 2026 session.

Labor Neighbor: Electing leaders who stand with working families

At the 2025 COPE Convention in May, delegates representing WSLC-affiliated unions made endorsements in Special Legislative elections, backing candidates who are committed to fighting for working people in the halls of power.

This Legislative Session made clear how essential pro-worker majorities are for safeguarding our progress and continuing to build power for working people.

Help ensure we send worker champions back to the Legislature next year: volunteer with Labor Neighbor, the WSLC's grassroots, member-to-member political action program activating thousands of working people to vote.

Scan the QR code (right) to sign-up and get plugged into doorknocking or phonebanking near you.

Sign-up to volunteer!



Union Summer interns and WSLC Political & Strategic Campaigns Director Osta Davis at a door-knocking event in 2024.

the **STAND**.org



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sharing stories of working
people standing together
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The Washington State Labor Council, AFL-CIO is the largest labor organization in Washington, representing more than 650 local unions and 600,000 working people statewide.

Learn more at wslc.org



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