

2026 LEGISLATIVE AGENDA



Anti-worker D.C. politicians are pursuing an aggressive agenda, slashing vital public services to give tax handouts to billionaires and massive corporations while attacking workers rights, targeting working people on the job, and driving up costs for working families in Washington. **In 2026, the State Legislature should take action to:**

Expand Collective Bargaining

Collective bargaining empowers workers to improve their working conditions and build a future for their families. The legislature should act to **extend collective bargaining rights** to farm workers, student workers, and Office of Cybersecurity classified staff, as well as give public sector workers the **right to bargain the use of AI** tools in the workplace, DOC workers the **right to bargain contributions to supplemental retirement benefits**, and L&I interpreters the **right to fully bargain compensation**.



Center Workers in AI policy

Emerging technologies hold potential to improve our lives, but only if the needs of working people are front and center. The legislature should take action to reign in AI and new tech abuses by **banning predatory surge and surveillance pricing in grocery stores**, requiring employers to **notify employees if AI will be used to monitor them at work**, extending existing protections **preventing public subsidies for job automation at WA ports**, and **requiring a human safety operator for all commercial deployment of autonomous vehicles**.



Defend Workers from Exploitation

Washington has strong labor laws, offering workers protection from wage theft, discrimination, and exploitation. But those laws are only as good as their enforcement. The legislature should take action to **expand the Attorney General's ability to investigate wage theft and discrimination**, create a fund to **expedite payment to workers who have been victims of wage theft**, and **pass legislation to interrupt the underground economy** that deprives workers of fair pay, benefits, and equal treatment on the job.



Protect Working People

Federal immigration enforcement is targeting immigrant workers at job sites, ripping families apart and threatening the safety of working people, both immigrant and U.S.-born, at impacted workplaces. The legislature should pass legislation **requiring employers to notify workers of federal I-9 audits**, providing workers with a layer of protection and defending workplaces against federal government overreach.



Support Union Clean Energy Jobs

Union-made, clean energy infrastructure creates family-wage jobs and grows climate resiliency in communities across WA. The legislature should act to **improve the reliability and capacity of the electric transmission system** and amend existing processes to offer a **more efficient path for all clean energy projects**.



Develop a Budget That Supports Working Families

Legislative Democrats acted boldly in 2025, raising revenue from corporations and taking steps to modernize Washington's tax code. With drastic funding cuts from the federal government and Washington's out-of-touch tax code threatening vital programs and good jobs, action is needed this session. Working families need the legislature to **pass a millionaire tax** and **craft a budget that supports health care, feeds kids, protects infrastructure projects, funds public servants' contracts, and mitigates harm from rapidly-shifting federal policies**. When D.C. politicians abandon working families, **WA communities rely on State Legislators to step up**.



WORKER RIGHTS	<p>Safeguard Union Rights: Puts in place a state-based structure to secure basic collective bargaining rights for private sector workers if federal courts undermine bargaining rights.</p> <p>Remove population thresholds for Jails & Corrections: Provides access to mediation and arbitration processes for correctional workers in small jurisdictions.</p> <p>State Employee Data: Requires that state employers provide member contact information to workers' union.</p> <p>Parks & Rec. Interest Arbitration: Grants interest arbitration to certain parks and recreation commission employees.</p> <p>School Construction Projects: Requires project labor agreements on projects at \$35 million or more.</p>	DEFENDING FAIR PAY & GOOD JOBS	<p>Plan 1 retiree COLAs: Gives cost-of-living adjustments for plan 1 retirees of the teachers' and public employees' retirement system.</p> <p>Public Works Wages: Requires certain wages in public works contracts to meet the prevailing wage in effect when the work is done.</p> <p>Supported Living Wage Transparency: Clarifies how hard-won rate increases become wages and benefits for care providers.</p> <p>Aerospace Tax Incentive Transparency: Sets baseline employment expectations for aerospace tax preferences so policymakers can evaluate if incentives are retaining and growing jobs.</p> <p>Spokane Waste to Energy Plant: Creates an alternative compliance mechanism for the facility.</p> <p>Naturally Occurring Fibrous Materials: Clarifies labeling requirements for commercial aggregates to help lower construction costs amid a housing affordability crisis.</p>
WORKPLACE PROTECTIONS	<p>Mental Health in Apprenticeships: Adds mental and substance abuse curriculum to State registered construction apprenticeship standards.</p> <p>PFML stability: Stabilizes the wildly-popular, successful program's finances to preserve its ability to meet working families' needs.</p> <p>Domestic Worker Protections: Ensures basic employment standards for domestic workers.</p> <p>Workers' compensation access to care: Reduces barriers for injured workers accessing healthcare and incentivizes provider participation in L&I.</p> <p>Ban Non-Compete Clauses: Protects workers from predatory employer requirements that limit economic opportunity.</p> <p>Plumbing Contractor Compliance: Escalates penalties for plumbing contractors that repeatedly violate the law.</p> <p>SEBB Access for Substitute Teachers: Ensures a fair eligibility threshold for professional substitute educators to qualify for insurance benefits.</p> <p>Public Records: Adds "solicitation" to the PRA's "no commercial use" clause, protecting public employees from unwanted solicitations at work.</p>	CARE WORK	<p>Title Protection for Nurses: Adds the word "human" to nurse licensing statute.</p> <p>Nursing Home Workforce: Ensures Medicaid reimbursement funds are invested into the workers providing care and support to residents, not nursing home CEOs.</p> <p>Protect Public Health Clinic Services: Sustains public clinics providing essential care, offering stability to frontline public health workers and vulnerable communities.</p> <p>Child Care Reimbursement Rates: Modernizes rates for the Working Connections Child Care Program</p> <p>Child Care Workforce Standards Board: Brings together workers and employers to address industry issues including workforce development and training.</p>
HEALTHCARE	<p>Medicare Costs: Requests that the federal government takes action to protect beneficiaries.</p> <p>Standing order for albuterol: Allows school nurses to easily obtain albuterol in K-12 schools.</p> <p>Health Care, Time Loss: Maintains healthcare coverage for workers when out of work due to an injury.</p> <p>Medical Record Requests Costs: caps the costs for medical records requests.</p>	HEALTH & SAFETY	<p>Seismic Hazard Reduction: Inventories structures with unreinforced masonry to mitigate earthquake risks.</p> <p>Fire Sprinkler Industry Compliance: Expands fire marshal authority to adapt to cover emerging technology.</p> <p>PTSD, DOC & Correctional Workers: Extends presumptive workers' compensation coverage to Dept. of Corrections and county and city correctional officers.</p>
LABOR VOICE	<p>Labor Rep on PBTA Governing Body: Grants voting rights to labor representatives on the Public Benefit Transit Area Governing Body.</p> <p>Labor trustees: Expands existing statute to add a labor trustee on community college and regional 4-year boards.</p>	LICENSING & CERTS.	<p>Certification for Glaziers: Sets certification standards for glazing work on larger public projects.</p> <p>Security Licensing: Makes companies responsible for licensing and adds a fee to pay for a private security training fund.</p>