

2026 SESSION LEGISLATIVE REPORT

WASHINGTON STATE
LABOR COUNCIL,
AFL-CIO



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Clockwise from top left: WWU student workers with Sen. Marcus Riccelli (D-Spokane). Photo: WAWU-UAW; members of Bricklayers Local 1 at the WSLC Legislative Conference. Photo: Bricklayers Local 1; construction workers rallying at the State Capitol; a WEA member holds a sign in support of the Millionaires Tax.

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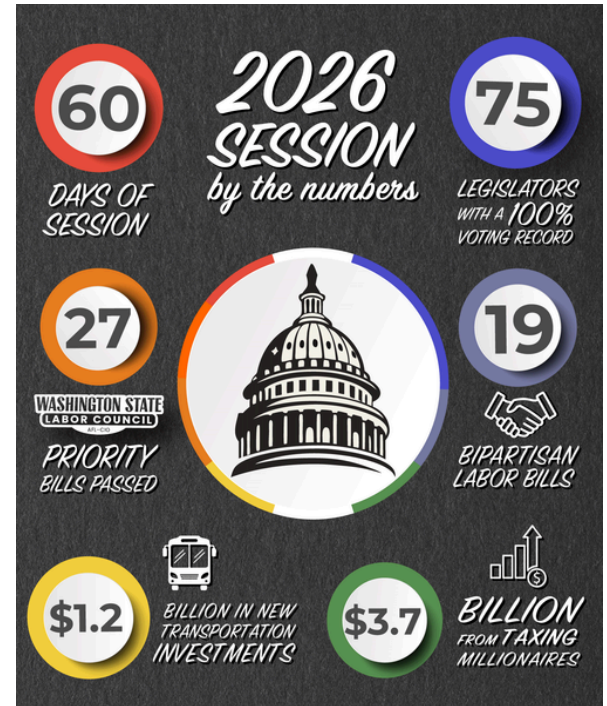


SESSION SNAPSHOT

For sixty days, union members made sure working people were front and center as legislators considered hundreds of policies. As a result, significant progress was made to secure reliable revenue, fund essential public programs, and pass worker-centered policy. With a significant budget shortfall anticipated, the 2026 legislative session began with looming threats of cuts to the General Fund – which resources education, child care, and more – as well as Operating and Transportation budgets. Organized labor ensured working families were front of mind as legislative allies and labor champions made difficult decisions.

With thanks to the thousands of union members who made this work possible, here are some of the highlights from the 2026 legislative session.

April Sims President
Cherika Carter Secretary Treasurer



BUDGET

With a \$3.5 billion gap between projected revenues and forecasted needs there were few silver linings in the 2026 supplemental budget. While budget writers reduced public program funding, a one-time Capital Budget shift avoided the worst cuts for higher ed. However, early education took serious hits; \$143 million was cut from childcare programs, and Transition-to-Kindergarten was shorted \$27 million. Overall, basic education was mostly maintained, though rural districts will hurt with fewer state subsidies available. Significant funds were dedicated to saving Washingtonians from the worst of Congressional cuts. \$370 million in new spending was allotted to ensure state systems are in compliance with new Medicaid and SNAP requirements. Funds to offset federal cuts in health care, food assistance, and housing were included. Crucially, a collective bargaining agreement covering some public employees was funded after the legislature did not do so in 2025.



2026 RALLY FOR REVENUE

REVENUE

Revenue to cover supplemental budget adjustments came from a \$1 billion transfer from the Budget Stabilization Account and dedicated accounts like Public Works Assistance, from taxes on certain insurers, and from partially repealing important job-creating, data center tax exemptions. Despite fire fighter and retiree opposition, \$1 billion was raised by transferring resources from the LEOFF1 pension plan to a new account for future use, with the option to shift funds to the General Fund. **In positive news, lawmakers took action on long-term revenue stability, passing a first-of-its-kind Millionaire Tax**, requiring the wealthiest 0.25% to pay a 9.9% tax on earnings above \$1 million. While court and ballot challenges are anticipated, the tax would generate an estimated \$3.7 billion annually once in use. Notably, this policy tackles tax fairness by reducing certain sales taxes, small business taxes, and expanding access to the Working Families Tax Credit. Slightly more than half of those dollars will flow into the General Fund, supporting health care, education, and child care programs, while also expanding bonding capacity for job-creating Capital and Transportation budgets.

SESSION WINS

- ✓ Domestic Workers Bill of Rights (HB 2355)
- ✓ Mental health apprenticeship (HB 2492)
- ✓ Academic student bargaining (HB 1570)
- ✓ Immigrant Worker Protection Act (HB 2105)
- ✓ Safeguarding union rights (HB 2471)
- ✓ Banning non-competes (HB 1155)
- ✓ Supplemental bargaining (HB 1069)
- ✓ Title protections for nurses (HB 2155)
- ✓ Automation safeguards at WA ports (SB 5995)



Top: Construction workers rally for HB 2492



Bottom: Domestic workers celebrate HB 2355. Photo: Casa Latina

- ✓ Childcare Workforce Standards Board (HB 1128)
- ✓ Cybersecurity collective bargaining (HB 2249)



2026 WSLC LEGISLATIVE CONFERENCE



Participants in the 2026 Farmworker Tribunal. Photo: Sattva Photo/Community to Community

NEXT YEAR

- Farm worker collective bargaining (SB 6045)
- Ban surveillance pricing (HB 2481)
- Public employee AI bargaining (HB 1622)
- Employee electronic monitoring (HB 2144)
- Aerospace tax incentive transparency (HB 2730)
- Continued work to streamline and accelerate permitting & siting of clean energy projects
- Job creation investments

SESSION OVERVIEW



Significant progress made; more work needed on job creation

The 60 days of the 2026 Legislative Session convened as the state grappled with a significant budget shortfall, largely as a result of drastic funding cuts to health care and other essential public services in congressional Republicans' 2025 legislation, H.R. 1. Despite these budgetary concerns (details on page 6), labor still managed to pass some very important and impactful policies for working people in Washington state.

Collective bargaining rights were protected or expanded. **HB 1570** (Timmons, D-Bellingham) finally made it to the Governor's desk. The bill extends collective bargaining rights to operational student workers at Western Washington University. **HB 2249** (Salahuddin, D-Redmond) gives WaTech cybersecurity workers access to civil service bargaining rights. **HB 1069** (Fosse, D-Everett) allows for Department of Corrections workers to bargain over retiree healthcare outside of PEBB.



JOHN TRAYNOR
Government Affairs Director

Some positive steps were taken to protect immigrant communities by passing **HB 2105** (Ortiz-Self, D-Mukilteo). This bill requires employers to notify workers when they have been notified of a federal I-9 audit, or when the employer self-audits employment authorization paperwork. Workplace raids often come following these audits and notifying workers allows time to gather necessary papers, consult a lawyer, or make other arrangements.

While progress was made in some areas, many bills that were worker and labor priorities did not advance. **HB 2409/SB 6045** (Mena, D-Tacoma/Saldaña, D-Seattle) would have expanded collective bargaining rights to agricultural workers. **HB 2481** (Fosse) would have banned surveillance pricing in grocery stores. Several other policies to put worker-centered guardrails on AI and tech also failed to advance (see the Secretary Treasurer's column for a deeper dive). In the electrical transmission permitting and siting space, **SB 5466** (Shewmake, D-Bellingham) would have created an electrical transmission authority, allowing for exemptions for replacing conductors on existing transmission lines. This bill did not advance off the Senate floor. However, a last minute effort to move these concepts forward, **SB 6355** (Hunt, D-Issaquah) did pass, keeping the transmission authority piece. Advancing reconductoring on existing lines is work needed in future sessions.



DOC workers organized with Teamsters Local 117 at the Capitol. Photo: Teamsters 117

SB 5944 (A. Cortes, D-Battle Ground) expands collective bargaining rights for Dept. of Labor & Industries interpreters. **HB 2471** (Scott, D-Seattle) sets in place a framework to allow Washington's Public Employment Relations Commission to handle collective bargaining and union related issues if the NLRB is invalidated or retreats from its federally required work. Domestic workers saw an expansion of worker protections and created pathways for remedies for certain violations of labor protections with **HB 2355** (Thomas, D-Seattle). Worker mobility is now easier with passage of **HB 1155** (Berry, D-Seattle), which bans non-compete covenants, allowing workers to seek supplemental income and other employment opportunities.



WSNA nurses advocating for a bill that would prohibit AI using nursing titles (learn more on page 7).

While our movement put in long hours to successfully move more than two dozen pieces of labor priority legislation through the legislature this session, some major labor priorities failed to advance. More work will be needed next session to expand legislator's understanding and make the case for bills that create union, climate jobs and center working people in AI development and deployment.

Worker power secures a Millionaires Tax

Working families secured a historic win this legislative session with passage of **SB 6346**, the Millionaires Tax. A 9.9% tax only on income over a million dollars, this structural change to Washington's tax code is poised to secure an estimated \$3.5 billion in sustainable revenue for essential public services every year – and help balance an woefully out of date tax structure that has seen working families pay far more of their income in taxes than the wealthiest among us.

Included in SB 6346 are provisions to lower the taxes working families pay every day – like sales tax on diapers, over the counter medication, and hygiene items – and a significant expansion of the Working Families Tax Credit. These tax cuts, combined with funding for child care, education, healthcare, and nutrition secured



APRIL SIMS
President

through this tax on excessive pay, will provide greater economic stability for working families in every Washington community. Small businesses would also see a major tax reduction, buoying local economies. Slated to begin revenue collection in 2028, the Millionaires Tax supports our movement's focus on making life more affordable for working people.

While SB 6346 faces court challenge – and will likely see a ballot challenge like the 2024 failed attempt to repeal the capital gains tax – we know that ensuring the ultrawealthy pay their fair share to fund child care, education, and health care is not just good policy; it's also wildly popular. 41 states already tax millionaires' income to fund public services and Washingtonians have consistently voiced support for this widely used approach.

We appreciate the dedicated work of bill sponsors Senate Majority Leader Jamie Pedersen (D-Seattle) and House Majority Leader Joe Fitzgibbon (D-Seattle) as well as House Finance Chair April Berg (D-Mill Creek) and Sen. Noel Frame (D-Seattle) for their work to move the Millionaire's Tax forward and the fortitude of the 78 representatives and senators who stood strong through hours of debate to pass this game-changing legislation.

This victory belongs to the tens of thousands of workers who lobbied their legislators to take action, flooding inboxes with supportive emails, submitting committee testimony, and traveling to Olympia to make the case for tax fairness directly to decision makers. Worker power secured a generational shift in how this state funds the services and programs that make Washington the best state to live and work in the nation. When working people come together to demand change, we win.



Hundreds of union members rallied at the capitol during the 2026 session in support of the Millionaires Tax. Photos: WSLC & SEIU 925

SEC. TREASURER'S COLUMN



Centering working people in artificial intelligence policy



CHERIKA CARTER
Secretary Treasurer

Every job is rapidly becoming a tech job, as the development and deployment of artificial intelligence technology spreads into every sector of our economy. Polling from the Pew Research Center indicates AI proliferation concerns many U.S. workers, and most Americans don't trust tech companies to regulate themselves. Organized labor is committed to ensuring that workers' voices are heard—and workers' rights are protected—as AI continues to advance. With a federal administration friendly with tech billionaires but broadly anti-worker, policy action at the state-level centering working people in AI guardrails is essential.

The 2026 session saw some progress made in worker-centered policy concerning AI. **HB 2155** (Obras, D-SeaTac) establishes title protections for nurses, prohibiting non-human entities—like chatbots deployed in healthcare—from using nursing titles. **SB 5955** (Salomon, D-Shoreline) prohibits using port funds to purchase automated cargo container equipment, preventing ports from fully automating and displacing jobs. And **HB 2303** (Thomas) prohibits employers requiring, or even asking, employees to get microchip implants – a rare yet still in use tech to identify, track, and authorize access for some workers.



Carter speaks at the AFL-CIO Workers First AI Summit in March of 2026.



WSLC Deputy Government Affairs Director Carissa Larsen facilitates a panel at the WSLC Summit on Artificial Intelligence & Technology.

But essential policy was left on the cutting floor as the session came to an end. For the second year in a row, the legislature failed to advance **HB 1622** (Parshley, D-Olympia), which would have required most state and local government employers to bargain with unions over the use of artificial intelligence technology. That's currently a prohibited subject of bargaining, leaving workers out of the decision-making process on implementation and usage. Another Parshley bill, **HB 2144**, would have required employers to notify workers when they are monitoring them electronically. **HB 2481** (Fosse) would have banned the use of surveillance pricing in major grocery stores, a protection against price gouging that is all the more necessary as rising costs put a strain on working families' budgets. And **HB 1984** (Kloba, D-Bothell) and **SB 5042** (Lovick, D-Mill Creek) would have required human safety operators in commercial autonomous vehicles, a vital safety protection for largely untested autonomous tech. The WSLC will continue to advocate for these policies in future legislative sessions.

Done right, AI could open doors to improving job quality, easing workloads and expanding opportunity – but only if working people have a say in its design, production, and use. Washington's labor movement will continue to fight for policies that pave the way for AI to enhance workers' lives rather than threaten our rights.

(Source: "Key findings about how Americans view artificial intelligence," Pew Research Center, March 2026)

Keeping working families' needs centered in a brutal budget year

The Legislature writes budgets on a two-year (biennial) cycle, starting in odd-numbered “long session” years of 105 days, with supplemental budgets adopted in even-numbered 60 day “short session” years to course correct. While budgets cover only two years, they typically must balance over the course of four years due to 2012 legislation requiring longer-term planning. An unusual requirement, four year balancing can exacerbate budgeting struggles as longer-term projections often fail to accurately predict revenues and the need for critical services.

On day one of the 2026 session, lawmakers got to work navigating a \$3.5 billion gap between projected budget need and projected budget capacity. Despite very deep cuts included in the 2025 budget and raising meaningful revenue, increased demand for current public services like K-12 school and child care coupled with the need to backfill congressional Republicans’ cuts to health care and food assistance saw Washington facing a funding gap. This problem was worsened by increased costs to comply with new, burdensome, federal regulations imposed on states for the administration of Medicaid and SNAP eligibility. Ultimately, budget writers moved a nearly \$80 billion balanced budget. With few additional, immediately available taxes, that budget relies on cuts coupled with a series of one-time fund shifts (for more on fund shifts, see page 7).

Despite the historic bright spot of passing a Millionaires Tax (see the President’s Column on page 4), the 2026 session was brutal by nearly all accounts. But working people were mostly successful in keeping our needs the focus of budgetary efforts, despite some setbacks. Those setbacks include \$3 million less in DCYF funding for child welfare caseworkers than is needed. And broad funding cuts across state agencies will worsen existing workload strain on public workers. Lawmakers had few options to avoid the worst of necessary reductions in this supplemental budgeting year, and will again have to return to the Capitol in 2027 to write another biennial budget with too few resources to meet people’s needs. Their efforts these past two sessions will better position the state to weather storms (both literally and figuratively) as a successfully defended Millionaires Tax comes online and federal chaos wanes with a changing power dynamic in the other Washington – assuming Americans, fed up with the excesses of the current political majority, show up and demand change. *(Flip to the last page of this report for more about how you can tap into that work to build power at the ballot box).*



JOE KENDO
Chief of Staff



NEW SPENDING:

- **\$1.7 billion in additional maintenance-level funding** for incumbent programs’ services already promised by the legislature.
- **\$1 billion for legal judgements** for survivors of state agencies’ inadequate protections, particularly youth under state responsibility.
- **\$370 million for new federal requirements in Medicaid and SNAP** administration included in H.R. 1, President Trump and congressional Republicans’ omnibus spending and policy bill passed in 2025.
- **\$50 million to fund a Collective Bargaining Agreement** for Washington Public Employees Association members (other CBAs were ratified and funded in 2025).
- **\$60 million added to the Department of Natural Resources’ wildfire fighting efforts**, increasing the total spend to \$120 million.
- **\$400,000 for consumer protection** work through the Attorney General’s office.

CUTS:

- **\$653 million cut from the Working Connections Child Care** program. \$606m was cut via a new three-tiered subsidy structure for providers – including SEIU 925 members – which ties compensation to daily attendance, creating instability for that workforce. The remaining \$47 million in cuts are found in reduced rates paid to providers.
- **\$102 million cut from the Transition to Kindergarten** program, amounting to a loss of nearly one-third of the currently available slots for qualifying four year olds.
- **\$100 per student in Local Effort Assistance** was also cut, funds initially promised to property-poor school districts. This amounts to \$45 million slashed from mostly rural schools.
- **\$219 million in cuts to behavioral health** through \$46 million in reductions to facility capacity, a \$56 million reduction in long-term civil commitment funding, \$106 million cut for hospitals bearing disproportionately large caseloads, and other reductions.
- **\$45 million in reductions to planned Apple Health expansions**, due in large part to cost increases and eligibility restrictions driven by congressional Republicans’ H.R.1.



A bipartisan Transportation Budget

The transportation budget stimulates creation of thousands of construction jobs and ensures that Washingtonians across the state can safely and timely get to and from home, work, and school. As with the operating budget, the legislature grappled with funding shortfalls impacting our state's infrastructure. Transportation spending is derived mostly from fuel taxes and vehicle fees; some of these dollars are used to pay for bonds (the debt the state takes on to pay for upfront costs of large projects) while others are appropriated directly into infrastructure investment. A mid-session revenue forecast indicated continuing revenue decline for these critical investments.

With improving fuel efficiency, reduced consumer spending as gas prices increase in response to national and international policy decisions, and inflation driving up project costs, lawmakers have struggled to secure needed funds. Still, House and Senate transportation leaders of both caucuses (House Chair Jake Fey and Ranking Member Andrew Barkis; Senate Chair Marko Liias and Ranking Member Curtis King) put forth a bipartisan \$16.6 billion budget that fulfilled commitments and delivered on essentials, as well as potentially creating up to 33,000 new jobs.

Revenue & Fund shifts:

Some of the operating budget shifts with labor impact.

- **\$1.5 billion in unspent money** from the prior year, including available funds due to lower K-12 enrollment than anticipated.
- **\$880 million from the Budget Stabilization Account** (commonly known as the "Rainy Day Fund").
- **\$880 million from LEOFF1** to the newly created Pension Surplus Holding Account, which is then applied as a backfill to the Budget Stabilization Account in the out years. LEOFF1 is a closed pension plan for fire fighters and police. While no benefits are impacted by this shift, the funding ratio would reduce from 160% to 110%.
- **\$395 million redistribution of capital gains tax revenue.**
- **\$375 million swept from the Public Works Assistance Account**, a revolving fund supporting local infrastructure development.
- **\$240 million shifted from the Capital Budget** to buoy higher education institutions.
- **\$204 million through ending the data center sales and use tax exemption** for equipment refresh projects.
- **\$166 million tax break ended** for companies that warehouse and resell prescription drugs.
- **\$73 million through closing a tax loophole** for certain businesses owned by insurance companies.
- **\$2.4 billion** in the final year of the four year budget outlook **from the Millionaire's Tax.**

SPENDING HIGHLIGHTS:

- **\$1.3 billion** for road and bridge preservation.
- **\$200 million** for infrastructure maintenance.
- **\$100 million** in safety investments.
- **\$87 million** for ferry system investments, including terminal electrification, improved maintenance capacity at Eagle Harbor, logistics improvements, and vessel preservation.
- **\$45 million** for flood recovery and \$2.5 million for the town of Wilkeson whose residents have been isolated due to the Fairfax Bridge closure.
- **\$5 million** to replace highway maintenance workers' equipment

Buoyed by Climate Commitment Act funding for qualifying programs (like transit spending, including youth transit access), the transportation budget will continue to support jobs both directly in construction and indirectly during our daily commutes. However, the Legislature will need to address the structural instability of this budget's revenue if lawmakers want our communities to thrive.



fighting WORKER EXPLOITATION



Fighting back against wage theft

Wage theft is one of the most common and least talked about ways that workers get exploited. In Washington, more than \$600 million is stolen from workers every year through unpaid wages, denied overtime, and other violations that make everyday life difficult. For the people affected, stolen wages means rent they can't pay, groceries they can't afford, bills that can't be paid for childcare, or gas...the list goes on. The **Wage Theft Recovery Fund (HB 2479)**, Fosse) creates a pathway for those workers to recoup the money that's been stolen from them sooner.

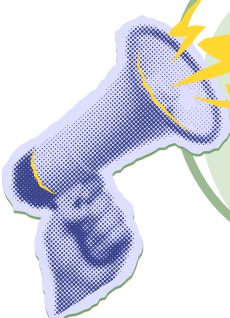


CARISSA LARSEN
*Deputy Government
Affairs Director*

Right now, workers who aren't paid what they're owed have two bad options: settle for less just to get by or wait months for the state to resolve their claim. For low-wage workers, that delay can be devastating. This bill creates a third option: once the Department of Labor and Industries verifies a claim and sees that a worker is in immediate financial trouble, they can provide up to \$2,500 in relief right away. That money doesn't come from taxpayers; it comes from penalties already collected from employers who broke the law. This is a hugely impactful change that will help workers stay afloat while their case moves forward.

The bill also takes on a bigger issue: accountability. Penalties for wage theft haven't kept up and repeat offenders have learned how to game the system. HB 2479 raises the floor on penalties, removes caps for serious violations, and cracks down on employers who keep getting caught and settling without real consequences.

Ultimately, it's a basic concept: if you do the work, you should get paid. This bill provides a common sense solution that brings meaningful impacts to exploited workers.



Did you know...
Wage theft is the most common form of theft in the U.S. – by some estimates, taking more than \$15 billion dollars out of workers' pockets every year.
(Source: Economic Policy Institute)

Other wins:

- **AGO Investigative Authority: HB 2156** (Obras) expands the Attorney General's Office authority to investigate financial and economic crimes, including wage theft.
- **Banning Non-competes: HB 1155** (Berry) protects workers from predatory employer requirements that limit economic opportunity by banning non compete agreements.
- **Misclassification of Finishing Trades: SB 6302** (Conway, D-South Tacoma) requires the Department of Labor & Industries to investigate when there are three or more independent contractors performing finishing work on a public works project to determine whether those workers are being misclassified as independent contractors under the Prevailing Wages on Public Works Act.



Larsen, Rep. Mary Fosse, Rep. Suzanne Schmidt (R-Spokane Valley), and WSLC Government Affairs Director John Traynor celebrating passage of HB 2479.

More work needed:

- **Public Works Wages Escalator: HB 5061** (Conway) would have required wages in public works contracts to meet the prevailing wage in effect when the work is done. Since public works projects can last several years, this policy would have ensured workers are paid according to the current wage they would otherwise be earning.
- **Security Licensing: HB 2422** (Obras) would have removed financial barriers for security guards by making companies responsible for private security licensing costs.

expanding COLLECTIVE BARGAINING



Protecting the right to organize & collectively bargain

Ripping union rights away from an estimated one million federal workers cemented the Trump/Vance administration as the biggest union-busters in U.S. political history. It also raised new urgency for efforts to ensure the right to organize and collectively bargain is secure at the state level, should the federal government abandon its duty to protect those rights.

HB 2471 (Scott) provides Washington State with state level protection if the National Labor Relations Board is disbanded or no longer able to perform its work. In such cases, the bill allows for the Public Employment Relations Commission (PERC) to step in and perform the necessary functions for certifying union organizing campaigns, regulating collective bargaining, and enforcement of state collective bargaining laws. Nothing in the policy attempts to challenge established NLRB jurisdiction. Rather, HB 2471 provides a framework should federal law change.

With one of the highest union density rates in the nation, the right to collectively bargain is cherished by Washington workers. HB 2471 is a valuable backstop to defend that right.

Other wins:

- **Cybersecurity Collective Bargaining: HB 2249** (Salahuddin) extends the right to union representation to Washington Technology Solutions (WaTech) employees previously excluded from collective bargaining rights. This bill allows the workers to join coworkers in an existing bargaining unit.
- **LNI Interpreter Bargaining: SB 5944** (A. Cortes) provides a level playing field for interpreters employed by Labor and Industries by allowing them to bargain over missed appointments, as other interpreters are already able to.
- **Academic Student Bargaining: HB 1570** (Timmons) extends collective bargaining for operational (non-academic) student employees at Western Washington University. This policy comes after five years of policy work in the legislature and three successful votes to form a union for these workers to represent themselves.
- **Supplemental Retirement Bargaining: HB 1069** (Fosse) allows for certain Department of Corrections public workers to bargain over contributions alternative to retirement healthcare benefits, allowing workers to retire more securely and enjoy time with their families after a career of public service.



Rep. Shaun Scott speaks to union members at the WSLC's 2026 Legislative Conference.



KIRA MUNSON

Special Projects Assistant

Fight continues for farmworker collective bargaining rights

For nearly one hundred years, farmworkers have been denied the basic labor rights afforded to nearly all other workers in this country. Written out of the National Labor Relations Act in 1935 to secure votes of Southern legislators unwilling to expand worker rights for Black sharecroppers, the exclusion of farmworkers from the legal right to collectively bargain is a legacy of slavery. Now with a majority immigrant workforce, agricultural workers often bear the brunt of a federal immigration enforcement strategy that sows distrust and fear. In the face of these present threats, codifying legal protections for these workers to defend themselves is crucial. **SB 6045** (Saldaña) & **HB 2409** (Mena) would have enshrined in law the right for farmworkers to collectively bargain, and housed these workers under the purview of PERC, the statewide Public Employment Relations Commission.

Farmworkers deserve the legal right to collectively bargain, like so many of us in the labor movement already enjoy. Policy like SB 6045/HB 2409 is not only necessary and vital, but in many ways past due. The people who pick and process the food we all eat deserve the security and predictability that a union contract can provide. We look forward to returning back to this policy next year and working with the legislature to ensure all workers have the right to collectively bargain.

strengthening WORKPLACE PROTECTIONS



Domestic workers secure historic labor protections

After years of dedicated organizing, Washington's domestic workers will have expanded workplace protections and worker rights, thanks to **HB 2355** (Thomas). It's a historic triumph, finally extending protections to domestic workers in private residences — the majority of whom are immigrants and people of color — who have faced decades of exclusion and marginalization.

The legislation requires minimum wage protections and termination notice, protects the right to keep personal documents, establishes the right to written agreements, includes protections against discrimination, and lays out tools to enforce these rights, including a private right of action.

The statewide legislation builds off of gains won in Seattle through the 2018 Domestic Workers Ordinance, which established a minimum wage requirement and uninterrupted meal and rest periods, prohibited employers from confiscating workers' documents, and instituted a Domestic Workers Standards Board to establish further guidelines.

Domestic workers' exclusion from labor protections has a deep and ugly history in the United States. These workers were excluded from the protections of the National Labor Relations Act (NLRA), a concession to Southern lawmakers who would not vote to protect the rights of Black workers, many of whom worked in private homes at the time. Exclusion from the NLRA and other federal labor laws has perpetuated systemic mistreatment of domestic workers for generations. With HB 2355, Washington is taking significant steps to right this injustice.



Domestic workers & advocates celebrate with Rep. Thomas and senate companion sponsor Sen. Saldaña. Photo: Casa Latina

Expanding shared leave use

MONICA YU
2026 Legislative Intern

The federal administration's dehumanizing approach to immigration enforcement has stripped families across the nation of their sense of security. Many Washingtonians, immigrants and citizens, risk economic instability as federal immigration actions increase.

HB 2411, (Salahuddin) adds two additional qualifying situations for use of the state employee shared leave program: when one is a victim of a hate crime and when an employee's absence is due to immigration enforcement actions against the employee or their family member. The state employee shared leave program allows employees to donate leave to coworkers facing outstanding hardships, with previous legislative expansions to cover military service, pregnancy related disability, and other extraordinary circumstances.

Without creating new costs, the bill allows coworkers the opportunity to support one another during times of crisis. When immigration enforcement actions or hate crimes target a worker, harm can ripple through families, communities, and the workplace. In such moments, workers should not have to choose between keeping their job and protecting their loved ones. With this update, workplace stability can be strengthened without costing the state more. Work like this is essential to protecting equity for Washingtonians.

Other wins:

- **Immigrant Worker Protection Act: HB 2105** (Ortiz-Self) requires employers to inform workers if the federal government gives notice of an I-9 audit, giving workers time to ensure documents are correct, consult with a lawyer, or make other arrangements.

More work needed:

- **PTSD as an occupational disease: SB 5882** (J. Valdez, D-Seattle) would have allowed occupational disease workers' compensation claims for post-traumatic stress disorders (PTSD) by local correctional facility workers, creating a rebuttable presumption that PTSD is an occupational disease.
- **Mediation & arbitration for local corrections workers: SB 5972** (Stanford, D-Bothell) would have expanded access to mediation and arbitration processes for correctional workers in small jurisdictions by removing the current population threshold limiting these rights.
- **Healthcare, time loss: HB 2372** (Salahuddin)/SB 6067 (Alvarado, D-West Seattle) would have maintained healthcare coverage when workers are out of work due to injury, by accounting for its full value.

defending GOOD JOBS & BENEFITS



Improving Workers' Comp & PFML functionality

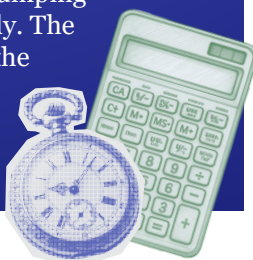
CARISSA LARSEN
*Deputy Government
Affairs Director*

Washington's Paid Family and Medical Leave (PFML) and Workers' Compensation programs are the backbone of support for workers when it's necessary to take time off from work for real-life medical care and recovery events. When a worker is injured, when they or their family have a health crisis, are militarily deployed, or after the birth or placement of a child, these safety nets help working families. But too many find delays, confusion, or coverage gaps. This year we passed bills focused on fixing those problems so that workers can count on PFML and Workers' Comp when it matters.

For PFML, **HB 2345** (Schmidt) and **SB 5292** (Conway) will promote cost stability by adjusting taxes and rate calculations. HB 2345 will ensure workers and employers don't get hit with unexpected Federal taxes due to late guidance from the IRS in 2024, seven years after it was requested by the state. Workers won't have to pay additional taxes when collecting benefits, benefits which are already less than what they would make while on the job. SB 5292 will help program actuaries more accurately calculate the rate levels necessary to promote stability over time. Currently, the Employment Security Department is directed to utilize a formula written in the law which is not always well-informed by best practices and relevant wage and usage information. Cementing the program's stability long-term is essential for giving workers confidence and preserving access to time away from work during crucial moments in life.

One of the most expansive Workers' Comp bills that passed this year, **SB 5847** (Saldaña) will improve injured workers' access to medical care when they struggle to find doctors, get treatment approved, and move their claims forward. By codifying the Murray Supreme Court decision, which revalidated the treatment judgement of attending physicians, SB 5847 streamline access to a provider of choice, reduce delays in care based on medical needs, and will reduce the amount of time that a worker is out due to their injury.

The goal of improving these systems is to make sure they work as the law intends: to help injured workers heal and return to work. When workers pay into these programs, they should be able to use them without jumping through hoops or falling behind financially. The bills passed this year build on wins from the past, making the process simpler, faster, and more reliable for the people who depend on it.



Another win:



HB 2416 sponsor Rep. Natasha Hill.

Spokane Waste to Energy: HB 2416 (Hill, D-Spokane) preserves good union jobs by creating an alternative compliance mechanism under the Climate Commitment Act for the Spokane Waste to Energy facility, providing a more gradual on-ramp to meet carbon emission reduction goals. This facility is unique for the state; beyond its value as a union workplace, the plant generates energy for thousands of Spokane homes by incinerating solid waste.

More work needed:

- **Aerospace Tax incentive transparency: HB 2730** (Street, D-Seattle) would have set baseline employment expectations for aerospace tax preferences so policymakers could evaluate if incentives are retaining and growing jobs.
- **Child care reimbursement rates: SB 5500** (Alvarado) would have modernized rates for the Working Connections child care program, ensuring child care workers receive a living wage.
- **Plan 1 retiree COLAs: HB 1292** (Leavitt, D-University Place)/ **SB 5113** (Boehnke, R-Kennewick) would have established a cost-of-living adjustment of up to 3% for plan 1 retirees of the teachers' and public employees' retirement system.
- **Parks & Rec. Interest Arbitration: HB 1182** (Paul, D-Oak Harbor)/**SB 5379** (Stanford) would have granted park rangers interest arbitration.
- **SEBB Access for Substitute Teachers: HB 2160** (Bernbaum, D-Port Angeles)/**SB 5883** (Riccelli, D-Spokane) would have ensured a fair eligibility threshold for substitute educators to qualify for insurance benefits.
- **Medical Records Requests Costs: HB 1496** (Berry)/**SB 5254** (Orwall, D-Des Moines) would have closed the loophole that allows patients to be charged thousands of dollars for accessing their own medical records by capping the costs for medical records requests.



creating UNION, CLIMATE JOBS



Some progress made, but job creation challenges persist

From Climate Jobs Washington Executive Director **CASSIE BORDELON**



Washington's 2026 legislative session reflected some progress and a growing set of challenges in aligning the state's clean energy ambitions with the realities of building infrastructure and creating good jobs. While lawmakers advanced an important policy and secured key budget investments, more work remains in the scale of development needed to meet climate goals and put workers on the job.

A number of priority bills supported by Climate Jobs Washington successfully passed this session:

- **HB 1210** (Barnard, R-Pasco) represents a targeted effort to support nuclear energy development in Washington, particularly in the Tri-Cities region. The bill modifies local tax structures to extend tax credits for nuclear projects while requiring project labor agreements (PLAs), ensuring that new development supports high-quality union jobs;
- Similarly, **HB 1960** (Ramel, D-Bellingham) addresses a longstanding challenge for rural and energy-producing counties by restructuring how property taxes are collected for wind, solar, and co-located battery projects. The bill allows payments to be distributed over a longer period which creates more stable and predictable revenue streams for local governments; and
- On the transmission side, **SB 6355** (Hunt) establishes a state transmission authority to help finance and facilitate new transmission lines. It also creates a tribal and utility workgroup to address barriers and identify opportunities in the clean energy space.

However, not all priority legislation advanced. **SB 5466** (Shewmake), which would have combined transmission authority provisions with categorical exemptions (CatEx) to streamline certain infrastructure upgrades, did not pass.

In addition to policy changes, the state budget included several important investments that Climate Jobs Washington supported including:

- **\$15 million to the HEAR Program** (Home Electrification and Appliance Rebates), helping households transition to efficient electric technologies;
- **\$11 million for the Weatherization Plus Health program**, improving housing quality and reducing energy burdens;
- **\$25 million for the Washington State Green Bank** (Washington Builds), a key tool for leveraging private capital to accelerate clean energy deployment;
- **\$10 million for affordable multifamily energy efficiency grants**; and
- **\$30 million for the State Home Energy Assistance Program (SHEAP)**, which provides critical relief to households facing high energy costs.

Overall, the 2026 session demonstrated that while Washington continues to lead in climate ambition, there is a lot more work to do. For Washington to succeed, we will continue to focus on policies and programs expanding grid capacity, streamlining permitting and siting, and upgrading transmission system to achieve the goals of our state's climate laws and create thousands of family-wage, union jobs.

Life-saving legislation adds behavioral health training to registered apprenticeships

Building and construction trades unions approached the 2026 session with a goal: legislative action to address the mental health crisis impacting workers on job sites in every corner of Washington (and the nation). The scale of the crisis is staggering. Across the U.S. in 2023 there were 982 fatal jobsite injuries among construction workers, but 15,910 fatal overdoses and 5,095 suicides. Unions have been working for years to protect the health and wellbeing of their members. In 2026, they brought forward a way for the legislature to back their efforts: making mental & behavioral health a topic in registered apprenticeship programs.

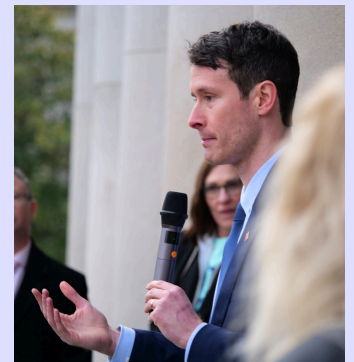
HB 2492 (Nance, D-Bainbridge Island) includes mental and behavioral health training in state-registered apprenticeships in the building or construction trades. Training focuses on destigmatizing behavioral health and supporting wellness, recognizing signs of distress, suicide prevention, substance use disorder awareness and prevention, peer support, and connection to resources. The bipartisan bill also allows behavioral health and wellness training to be counted towards some continuing education hours. It's legislation with potential to be literally life-saving – and would add no new costs for the state budget. The bill passed with overwhelming support from legislators on both sides of the aisle in the House and the Senate.

Workers rallied at the Capitol during session to drum up support for the bill. Speaking to supportive legislators and union members, Heather Kurtenbach



Sen. Hunt, Rep. Salahuddin, WSBCTC's Kurtenbach, other labor leaders, and construction workers at the 2026 rally. Photo: WSBCTC

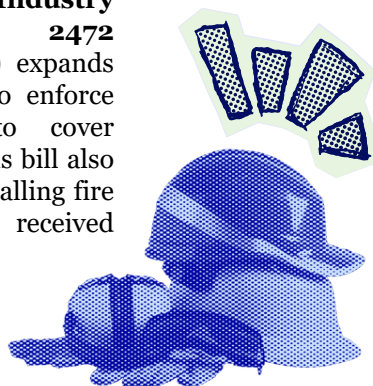
Executive Secretary of the Washington State Building and Construction Trades Council, AFL-CIO spoke candidly about what was at stake with this legislation. "House Bill 2492 is about saving lives in our industry. We lose too many of our brothers and sisters, not from falls or electrocution, but from suicide and overdose," said Kurtenbach. "This bill gives apprentices tools to spot trouble early and the courage to speak up. That's how we keep more of our people alive."



HB 2492 sponsor Rep. Nance speaks at the 2026 rally.

Other wins:

- **Plumbing Contractor Compliance: SB 6197** (Hunt) protects public health and safety by escalating penalties for plumbing contractors that repeatedly violate the law.
- **Fire Sprinkler Industry compliance: HB 2472** (Bronoske, D-Lakewood) expands fire marshal authority to enforce existing rules and to cover emerging technology. This bill also ensures that workers installing fire sprinkler systems have received the right training.



More work needed:

- **Seismic Hazard Reduction: HB 1810** (Donaghy, D-Everett) would have inventoried structures with unreinforced masonry to mitigate earthquake risk. Instead, a budget proviso was secured for \$300k for Dept. of Commerce to list resources for owners to fund this work and \$300k for the Dept. of the Military to expedite their inventory.
- **School Construction Projects, PLAs: HB 1723** (Fosse)/**SB 5572** (Conway) would have ensured that public school construction projects costing \$35 million or more require project labor agreements.
- **Naturally occurring fibrous materials: HB 2605** (Ley, R-Battleground)/**SB 6213** (Harris, R-Vancouver) would clarify labeling requirements for commercial materials to help lower construction costs.
- **Glazier certification: HB 2390** (Hall, D-Issaquah) would set certification standards for larger public projects.

advancing CARE WORK & HEALTHCARE



Innovative model created to develop childcare solutions

Advocacy from more than 2,000 early educators, parents, union siblings, and community members secured passage of **HB 1128** (Fosse), establishing a Childcare Workforce Standards Board, a seat at the table for workers, parents, and providers to come together and find solutions to Washington's child care crisis.

Once established, the Child Care Workforce Standards Board will help approximately 20,000 early educators working in more than 6,000 child care facilities across Washington improve working conditions and quality of care for young children. It's a model that has seen success in similar workforces, including nursing home and domestic workers, in states like California, Colorado, Michigan, Minnesota, New Jersey, and New York.

In celebrating HB 1128's progress, Tammy Grice, an early educator in Tacoma, shared her optimism for a more humane industry. "I've been working with children and their families for



SEIU 925 members pose for a photo in the Capitol halls as they advocate for legislation to improve working conditions for childcare workers.

Photo: SEIU 925

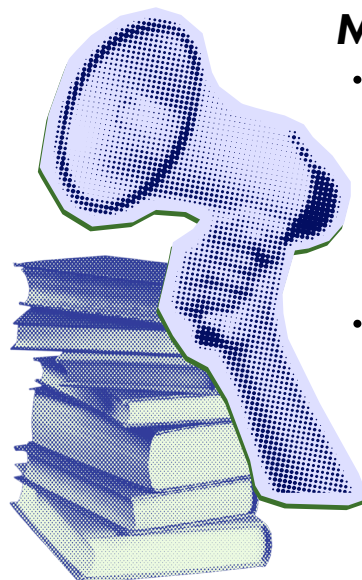
more than 30 years. Early educators get treated like babysitters instead of the professionals we are. We don't just keep children alive. We help them reach their full potential. Passage of this legislation gives me hope things can get better."

Other wins:

- **Medicare Costs: SJM 8002** (Hasegawa, D-Beacon Hill) requests that the federal government take action to protect beneficiaries of the Medicare and Medicare advantage programs.
- **Standing order, Albuterol:** HB 2360 (Donaghy) allows school nurses to easily obtain albuterol, a medication used to treat asthma attacks, in K-12 schools.

More work needed:

- **Protect Public Health Clinic services: HB 1870** (Zahn, D-Bellevue)/**SB 5709** (Alvarado) would have sustained public clinics providing essential care, offering stability to frontline public healthcare workers and vulnerable communities.



LABOR VOICE & REPRESENTATION

Session win:

- **State Employee Data: HB 2091** (Reed, D-Seattle) requires that state employers provide workers' contact information to the union representing that workers' bargaining unit, ensuring unions have the information they need to advocate for workers.

More work needed:

- **Labor Rep. on PBTA Governing Body: SB 6253** (Krishnadasan, D-Gig Harbor) would have granted voting rights to labor representatives on the Public Benefit Transit Area (PBTA) governing bodies. The ability to vote would have allowed the people who work in and use local transit systems to have a voice in decision making.
- **Labor Trustees: HB 1036** (Ortiz-Self) would have expanded the existing statute to add a labor trustee on community college and regional 4 year boards, providing an avenue for workers to share their perspective on the needs of technical and community college students launching their careers.

LEGISLATIVE SCORECARD



Vote descriptions:

2SHB 1128 (Fosse) - Establishing a child care workforce standards board.

ESHB 1155 (Berry): Prohibiting noncompetition agreements and clarifying nonsolicitation agreements.

SHB 1570 (Timmons): Concerning collective bargaining for certain employees who are enrolled in academic programs at public institutions of higher education.

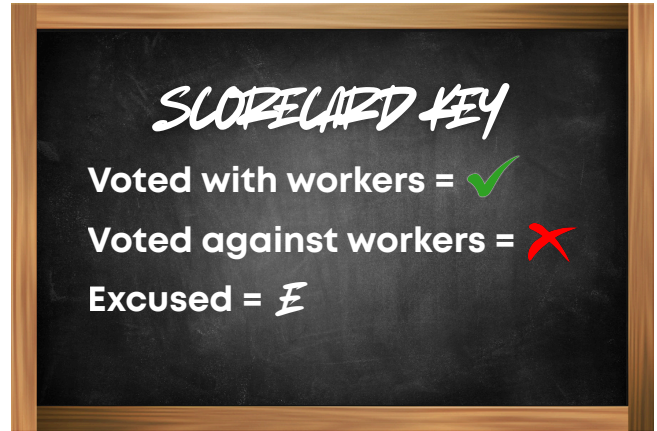
2SHB 2105 (Ortiz-Self): Concerning immigrant worker protections.

EHB 2156 (Obras): Concerning the authority of investigators of the attorney general's office.

HB 2249 (Salahuddin): Amending the state civil service statutes to include Washington technology solutions network and security systems employees.

SHB 2355 (Thomas): Establishing labor protections for domestic workers.

ESHB 2471 (Scott): Concerning collective bargaining for employees not covered by the national labor relations act.



SHB 2492 (Nance): Requiring state registered apprenticeships in the building and construction trades to provide behavioral health and wellness training.

E2SSB 5847 (Saldaña): Concerning access to medical care in workers' compensation.

SB 5944 (Cortes): Concerning language access providers' collective bargaining.

SSB 5972 (Stanford): Expanding the definition of uniformed personnel regarding correctional officers for purposes of interest arbitration. (*Senate only*)

ESSB 6346 (Pedersen): Establishing a tax on millionaires.

SENATE

2026 SCORECARD

WASHINGTON STATE

LABOR COUNCIL

AFL-CIO

2SHB 1128: Child care workforce taskboard
 ESHB 1155: Banning noncompetes
 SHB 1570: Academic employee bargaining
 2SHB 2105: Immigrant worker bargaining
 EHB 2156: AGO investigator protections
 HB 2249: Cybersecurity bargaining
 SHB 2355: Domestic worker bargaining
 ESHB 2471: Collective bargaining protections
 SHB 2492: Mental health, apprenticeships
 E2SSB 5847: Workers comp., medical care
 SB 5944: Interpreter bargaining
 SSB 5972: Correctional officers, arbitration
 ESSB 6346: Millionaires tax

2026 Voting Record
 Lifetime Voting Record

Legislator	2SHB 1128	ESHB 1155	SHB 1570	2SHB 2105	EHB 2156	HB 2249	SHB 2355	ESHB 2471	SHB 2492	E2SSB 5847	SB 5944	SSB 5972	ESSB 6346	2026	Lifetime
LD 34 Sen. Emily Alvarado (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 22 Sen. Jessica Bateman (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 8 Sen. Matt Boehnke (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0	14
LD 20 Sen. John Braun (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	23	20
LD 24 Sen. Mike Chapman (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	79
LD 4 Sen. Leonard Christian (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0	7
LD 49 Sen. Annette Cleveland (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 29 Sen. Steve Conway (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 18 Sen. Adrian Cortes (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	92	89
LD 45 Sen. Manka Dhingra (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 16 Sen. Perry Dozier (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	8	11
LD 31 Sen. Phil Fortunato (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	8	21
LD 36 Sen. Noel Frame (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 25 Sen. Chris Gildon (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	23	27
LD 12 Sen. Keith Goehner (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	23	27
LD 23 Sen. Drew Hansen (D)	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✓	✗	✗	91	99
LD 17 Sen. Paul Harris (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	23	30
LD 11 Sen. Bob Hasegawa (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 6 Sen. Jeff Holy (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	38	31
LD 5 Sen. Victoria Hunt (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 47 Sen. Claudia Kauffman (D)	✗	✓	✗	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	91	97
LD 14 Sen. Curtis King (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	23	32
LD 26 Sen. Deborah Krishnadasan (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	92	82
LD 21 Sen. Marko Liias (D)	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	92	97
LD 40 Sen. Liz Lovelett (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 44 Sen. John Lovick (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 35 Sen. Drew MacEwen (R)	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	15	27
LD 2 Sen. Jim McCune (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	0	16
LD 10 Sen. Ron Muzzall (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	23	30
LD 28 Sen. T'wina Nobles (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 33 Sen. Tina Orwall (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 43 Sen. Jamie Pedersen (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	92
LD 3 Sen. Marcus Riccelli (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
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)	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	8	11
LD 42 Sen. Sharon Shewmake (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	93
LD 7 Sen. Shelly Short (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	23	13
LD 48 Sen. Vandana Slatter (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 1 Sen. Derek Stanford (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 15 Sen. Nikki Torres (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	17	15
LD 27 Sen. Yasmin Trudeau (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 46 Sen. Javier Valdez (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 39 Sen. Keith Wagoner (R)	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✓	✓	✗	23	9
LD 13 Sen. Judy Warnick (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✗	✗	23	18
LD 41 Sen. Lisa Wellman (D)	✗	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	85	96
LD 30 Sen. Claire Wilson (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 19 Sen. Jeff Wilson (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✓	✓	✗	31	34

HOUSE

2026 SCORECARD

WASHINGTON STATE

LABOR COUNCIL

AFL-CIO

2SHB 1128: Child care workforce taskboard
 ESHB 1155: Banning noncompetes
 SHB 1570: Academic employee bargaining
 2SHB 2105: Immigrant worker bargaining
 EHB 2156: AGO investigator protections
 HB 2249: Cybersecurity bargaining
 SHB 2355: Domestic worker bargaining
 ESHB 2471: Collective bargaining protections
 SHB 2492: Mental health, apprenticeships
 E2SSB 5847: Workers comp., medical care
 SB 5944: Interpreter bargaining
 ESSB 6346: Millionaires tax

2026 Voting Record
 Lifetime Voting Record

Rep. Name (Party)	2SHB 1128	ESHB 1155	SHB 1570	2SHB 2105	EHB 2156	HB 2249	SHB 2355	ESHB 2471	SHB 2492	E2SSB 5847	SB 5944	ESSB 6346	2026	Lifetime
LD 20 Rep. Peter Abbarno (R)	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	17	11
LD 2 Rep. Andrew Barkis (R)	X	X	X	X	X	✓	X	X	✓	X	✓	X	25	24
LD 8 Rep. Stephanie Barnard (R)	X	X	X	X	X	✓	X	X	✓	X	✓	X	25	25
LD 44 Rep. April Berg (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 11 Rep. Steve Bergquist (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 24 Rep. Adam Bernbaum (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	96
LD 36 Rep. Liz Berry (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 28 Rep. Dan Bronoske (D)	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	X	83	97
LD 12 Rep. Brian Burnett (R)	X	X	X	X	X	✓	X	X	X	X	✓	X	17	22
LD 5 Rep. Lisa Callan (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 4 Rep. Rob Chase (R)	X	X	X	X	X	✓	X	X	X	X	✓	X	17	15
LD 8 Rep. April Connors (R)	X	X	X	X	X	✓	X	X	X	X	✓	X	25	18
LD 15 Rep. Chris Corry (R)	E	X	X	X	X	X	X	X	X	X	X	X	0	19
LD 38 Rep. Julio Cortes (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 35 Rep. Travis Couture (R)	X	X	X	X	X	✓	X	X	✓	X	X	X	17	20
LD 32 Rep. Lauren Davis (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 13 Rep. Tom Dent (R)	E	X	E	X	X	E	E	E	E	✓	✓	X	33	16
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	E	X	X	X	X	X	X	X	X	X	0	8
LD 9 Rep. Mary Dye (R)	X	✓	X	X	X	✓	X	X	X	X	X	X	25	14
LD 7 Rep. Andrew Engell (R)	X	X	X	X	X	X	X	X	X	X	✓	X	8	7
LD 47 Rep. Debra Entenman (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 39 Rep. Carolyn Eslick (R)	E	X	X	E	X	✓	✓	E	✓	E	✓	X	50	15
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)	X	X	X	X	X	✓	X	X	X	X	✓	X	17	28
LD 33 Rep. Mia Gregerson (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 35 Rep. Dan Griffey (R)	X	X	X	X	X	✓	X	X	✓	X	✓	X	25	32
LD 11 Rep. David Hackney (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
LD 5 Rep. Zach Hall (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 3 Rep. Natasha Hill (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 25 Rep. Cyndy Jacobsen (R)	X	X	X	X	X	X	X	X	X	X	X	X	0	16
LD 27 Rep. Laurie Jenkins (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	96
LD 25 Rep. Michael Keaton (R)	X	X	X	X	X	✓	X	X	✓	X	X	X	17	22
LD 16 Rep. Mark Klicker (R)	X	X	X	X	X	✓	X	X	✓	X	✓	X	25	21
LD 1 Rep. Shelley Kloba (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 28 Rep. Mari Leavitt (D)	E	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	88
LD 40 Rep. Debra Lekanoff (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 18 Rep. John Ley (R)	X	X	X	X	X	✓	X	X	X	X	✓	X	17	19
LD 39 Rep. Sam Low (R)	✓	✓	✓	X	X	✓	✓	X	✓	✓	✓	X	67	47
LD 39 Rep. Nicole Macri (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 14 Rep. Deb Manjarrez (R)	✓	X	X	X	X	✓	X	X	X	✓	✓	X	33	26
LD 2 Rep. Matt Marshall (R)	X	X	X	X	X	X	X	X	✓	X	X	X	8	7

HOUSE

2026 SCORECARD

WASHINGTON STATE

LABOR COUNCIL

AFL-CIO

2SHB 1128: Child care workforce taskboard
 ESHB 1155: Banning noncompetes
 SHB 1570: Academic employee bargaining
 2SHB 2105: Immigrant worker bargaining
 EHB 2156: AGO investigator protections
 HB 2249: Cybersecurity bargaining
 SHB 2355: Domestic worker bargaining
 ESHB 2471: Collective bargaining protections
 SHB 2492: Mental health, apprenticeships
 E2SSB 5847: Workers comp., medical care
 SB 5944: Interpreter bargaining
 ESSB 6346: Millionaires tax

2026 Voting Record
 Lifetime Voting Record

Rep. Name (Party)	2SHB 1128	ESHB 1155	SHB 1570	2SHB 2105	EHB 2156	HB 2249	SHB 2355	ESHB 2471	SHB 2492	E2SSB 5847	SB 5944	ESSB 6346	2026	Lifetime
LD 18 Rep. Stephanie McClintock (R)	X	X	X	X	X	X	X	X	X	X	X	X	17	17
LD 19 Rep. Joel McEntire (R)	X	F	X	F	X	X	X	X	X	X	X	X	11	18
LD 29 Rep. Sharlett Mena (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 14 Rep. Gloria Mendoza (R)	X	X	X	X	X	X	X	X	X	X	X	X	0	0
LD 29 Rep. Melanie Morgan (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	92	98
LD 23 Rep. Greg Nance (D)	✓	F	✓	✓	✓	✓	✓	✓	✓	✓	F	✓	100	100
LD 33 Rep. Edwin Obras (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	96
LD 20 Rep. Ed Orcutt (R)	X	X	X	X	X	X	X	X	X	F	✓	X	9	21
LD 3 Rep. Timm Ormsby (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 21 Rep. Lillian Ortiz-Self (D)	✓	✓	✓	✓	✓	✓	✓	F	✓	✓	✓	✓	100	100
LD 22 Rep. Lisa Parshley (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 10 Rep. Dave Paul (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	94
LD 31 Rep. Joshua Penner (R)	✓	✓	X	X	X	✓	X	X	✓	X	✓	X	42	26
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	✓	✓	✓	✓	F	✓	✓	✓	✓	✓	✓	82	96
LD 26 Rep. Adison Richards (D)	✓	✓	✓	✓	X	✓	X	✓	✓	✓	✓	✓	75	74
LD 16 Rep. Skyler Rude (R)	X	X	X	X	X	✓	X	X	✓	✓	✓	✓	33	37
LD 42 Rep. Alicia Rule (D)	✓	✓	✓	✓	X	✓	X	✓	✓	✓	✓	✓	75	87
LD 32 Rep. Cindy Ryu (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 48 Rep. Osman Salahuddin (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	96
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	17	14
LD 4 Rep. Suzanne Schmidt (R)	✓	X	X	X	X	✓	X	✓	✓	✓	✓	X	50	30
LD 43 Rep. Shaun Scott (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 10 Rep. Clyde Shavers (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	92	92
LD 23 Rep. Tarra Simmons (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 45 Rep. Larry Springer (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	82
LD 47 Rep. Chris Stearns (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 12 Rep. Mike Steele (R)	✓	X	X	X	X	✓	X	X	✓	✓	✓	X	42	33
LD 31 Rep. Drew Stokesbary (R)	X	X	X	X	X	✓	X	X	X	X	✓	X	17	26
LD 49 Rep. Monica Jurado Stonier (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
LD 37 Rep. Chipalo Street (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 17 Rep. David Stuebe (R)	✓	✓	X	X	X	✓	X	X	F	X	✓	X	36	39
LD 30 Rep. Jamila Taylor (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 41 Rep. My-Linh Thai (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
LD 24 Rep. Steve Tharinger (D)	F	F	✓	F	F	F	F	F	F	F	F	✓	100	95
LD 34 Rep. Brianna Thomas (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
LD 42 Rep. Joe Timmons (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	92	92
LD 26 Rep. Michelle Valdez (R)	X	✓	X	X	X	✓	X	X	✓	X	✓	X	33	31
LD 6 Rep. Mike Volz (R)	F	X	X	X	X	X	X	F	✓	✓	✓	X	30	29
LD 48 Rep. Amy Walen (D)	✓	✓	✓	X	X	✓	X	X	✓	X	✓	X	50	77
LD 19 Rep. Jim Walsh (R)	X	X	X	X	X	X	X	X	X	X	X	X	0	25
LD 17 Rep. Kevin Waters (R)	X	X	X	X	X	✓	X	✓	✓	✓	✓	X	42	37
LD 49 Rep. Sharon Wylie (D)	✓	✓	F	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
LD 13 Rep. Alex Ybarra (R)	✓	X	X	X	X	✓	X	X	✓	✓	✓	X	42	26
LD 41 Rep. Janice Zahn (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100

HALL of FAME, WALL of SHAME



Rep. Brianna Thomas
For legislation to protect domestic workers



Sen. Victoria Hunt
For legislation to create an electrical transmission authority



Sen. Emily Alvarado
For legislation that would have maintained healthcare coverage for injured workers



Rep. Edwin Obras
For continued advocacy for security workers



Rep. Natasha Hill
For protecting Spokane jobs & fighting for progressive revenue



Rep. Lisa Parshley
For fighting for worker-centered AI guardrails



Sen. Jamie Pedersen
For sponsoring the Millionaires Tax



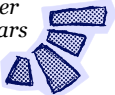
Sen. Derek Stanford
For legislation to expand DOC workers' rights



Rep. Mary Fosse
For leading on multiple pro-worker bills



Rep. Sam Low
For the highest Republican pro-worker voting record in 15 years



WALL OF SHAME

The 7 legislators who scored **ZERO** for pro-worker votes in 2026

Rep. Gloria Mendoza for a lifetime pro-worker score of **ZERO**

Sen. Leonard Christian for repeatedly using a dehumanizing slur

The 22 legislators who voted **AGAINST** health training in apprenticeships

Rep. Matt Marshall for legislation to force a double-standard on educators negotiating contracts

celebrating LEGACIES OF SERVICE



Several legislators who have dedicated time to advocating for pro-worker policies are leaving the legislature when their current terms end. With the 2026 session being their last, the WSLC would like to take a moment to thank departing senators and representatives who have stood with workers throughout their time in Olympia.

Sen. Steve Conway



Sen. Conway with Teamsters Local 117 members during the 2026 session. Photo: Teamsters 117

Throughout his 34 years in office, Sen. Conway has been a fierce advocate for working people, pushing for living wages, righteously defending workers' pensions, and advocating for stable funding through his work on the Select Committee on Pension Policy. A long-time presence on the Senate Labor & Commerce Committee, Sen. Conway has been both a receptive ear and megaphone for workers' voices in his caucus.

Sen. Rebecca Saldaña



Sen. Saldaña speaks with members of Familias Unidas por la Justicia during the 2026 Farmworkers Tribunal. Photo: Sattva Photo/Community to Community

A true labor champion, Sen. Saldaña shared this reflection as her Senate service comes to an end: "I am so grateful for the labor and community coalition that rallied to get me appointed in 2016. Over this past decade I am so proud of our shared accomplishments, from voting rights to the most progressive Paid Family & Medical Leave in the nation, from environmental justice to UI for striking workers, from the Domestic Worker Bill of Rights to taxing millionaires. None of this would have been possible without the labor movement. This is my last year in the senate, but not the end of my public service nor my commitment to the movement for peace and justice for us all. Si Se Puede "

Sen. Sharon Shewmake

Throughout her time in the legislature, Sen. Shewmake has been a committed partner in energy policy, bringing forward legislation to scale up and grow Washington's clean energy infrastructure and capacity. In 2026, she introduced legislation to establish an electrical transmission authority, easing reconductoring on existing transmission lines; essential policy to create family wage, clean energy jobs and meet our state's climate resiliency goals. Her advocacy in this space will be missed.

Rep. Timm Ormsby

Rep. Ormsby's respect for working people reflected in the budgets he helped move as chair of the House Appropriations Committee was also clear in how he showed up every day in the legislature. A WSLC staff member who worked in the legislature remembers that less than five days into her first session, Rep. Ormsby had already learned the names of every new legislative aide working at cubicles on the long hallway he walked down to get to his office – and greeted staff by name as he passed by.



Rep. Ormsby adjourns the 2026 legislative session on Sine Die.

Rep. Suzanne Schmidt

In her two terms in the State House, Rep. Schmidt has put the needs of her constituents first, working across the aisle to advance policy that supports working families. She has engaged on improvements to the state's Paid Family & Medical Leave and Workers Compensation programs with an open mind, working deeply with organized labor to ensure working people can access support through these vital programs.

Rep. Steve Tharinger

As chair of the Capital Budget Committee, Rep. Tharinger delivered budgets that created good jobs across Washington, including expanding the union workforce in clean energy. Since his election in 2010, Tharinger has been an unwavering advocate for healthcare access for retirees.

Rep. Sharon Wylie

Always ready to support policies that improve working people's lives, Rep. Wylie leaves the legislature with a strong pro-worker voting record and a reputation as a reliable partner, steady leader, and dedicated advocate for her constituents.

building POLITICAL POWER



Labor Neighbor on the horizon



OSTA DAVIS
*Political & Strategic
Campaigns Director*

In the pages of this Legislative Report, you've read about groundbreaking victories, about how working in coalition can give us strength to meet the moment with bold action. You have also read about the coming challenges, the precarity of the state budget, and good ideas that failed to materialize into legislative wins. The future of Washington State feels tantalizingly moldable. We can choose to elect leaders who meet the moment with

unflappable integrity. We can choose to stave off attacks on our democracy and stay rooted in our culture of openness, justice, and human decency.



Union members knocking doors in the Yakima Valley.

Workers decide what comes next. This happens in a literal sense at our Committee on Political Education (COPE) Convention, where hundreds of delegates from across the state gather in the Machinists District 751 Hall to vote on endorsements for congressional, judicial, and state legislative candidates. But beyond deciding who to endorse, workers decide what our endorsement means. Is our endorsement a rubber stamp, just another logo for candidates to throw on their website? Or does it come with boots-on-the-ground support to educate and mobilize the hundreds of thousands of union members in our state?



Union members knocking doors to preserve the Climate Commitment Act.

Through Labor Neighbor, the Washington State Labor Council's grassroots member-to-member political action program, we build collective power. We build power when we increase access to voting by relaying information about election dates and the nearest ballot drop boxes. We build power when we broadcast our endorsements. We build power when we knock on a door and see the person not as a box to be checked or a 1-5 support score, but as a brother/sister/sibling in labor. It is powerful to listen without judgment, to hold the complexity and contradictions baked into the human experience, to unite amidst the forces that aim to polarize. Studies show that union members are the best messengers to connect with other union members. If you knew the power of your impact and were asked to volunteer at our Labor Neighbor events, what would you decide?

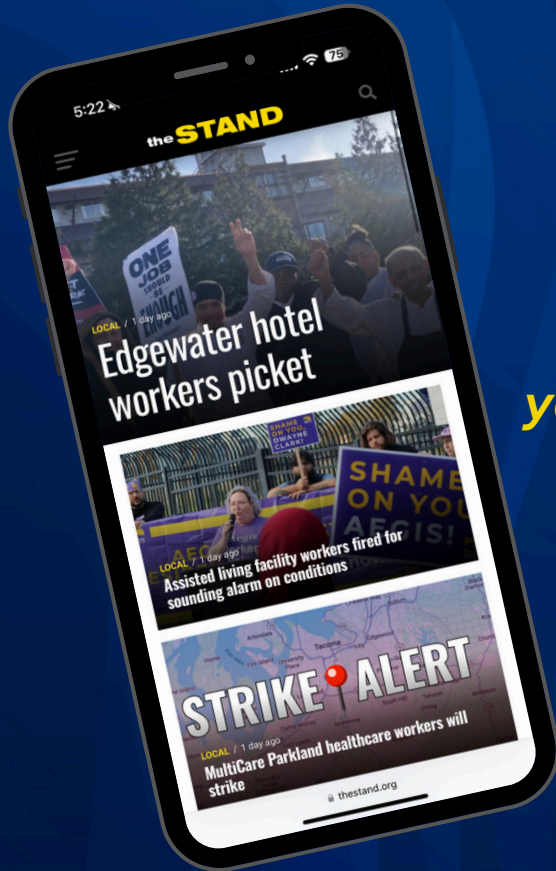


Union members knocking doors for U.S. Senator Maria Cantwell.

Want to get updates on Labor Neighbor as we kick off the 2026 program?
SIGN UP!



the **STAND**.org



*The WSLC's free news service sharing stories of working people standing together across Washington state and beyond. Sign up to **get news delivered to your inbox** every weekday.*

SIGN UP!



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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