



2026.10

RESOLUTION SUPPORTING WASHINGTON SECURITY OFFICERS

WHEREAS, security officers were deemed essential workers during the COVID-19 pandemic to ensure safety in our workplaces including office buildings, hospitals, transportation hubs and public spaces; and,

WHEREAS, security officers are often called upon to be first responders, responsible for de-escalating conflicts, managing crises, providing first aid and enforcing safety protocols; and,

WHEREAS, the growing use of private security contractors in an industry that is highly unregulated is pushing occupational standards even lower; and,

WHEREAS, the unarmed security services have national revenues topping over \$22 billion while security officers' wages have remained stagnant over the last 20 years; and,

WHEREAS, over 45 percent of contracted security officers do not have access to employer sponsored healthcare plans; and,

WHEREAS, the turnover rate for security officers in Washington was 99 percent in 2024 and continues to be high, diminishing workers' ability to develop the skills needed to make them effective at protecting businesses, workers and the public; and,

WHEREAS, only 15 percent of Washington's 34,000 licensed security officers currently have access to union representation; and,

WHEREAS, the establishment of industry standards boards have been shown standardize compensation and job training, help close racial and gender pay gaps, reduce turnover rates and promote; and,

WHEREAS, security officers must pay annually to maintain their security license, without ownership or portability; and,

WHEREAS, security officers have called for the creation of a security industry standards board and a more equitable licensing system; now therefore be it,

RESOLVED, the Washington State Labor Council, AFL-CIO (WSLC) will work with security officers and their unions to establish industry standards that provide livable wages and benefits; and be it finally,

RESOLVED, the WSLC will promote the establishment of a security industry standards board and an equitable licensing fee system with the Office of the Governor and the Washington State Legislature.

7.23.26

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