



2026.32

RESOLUTION TO ADOPT A TRANSIT WORKERS' BILL OF RIGHTS

WHEREAS, transit workers provide an essential public service and are responsible for the safe transportation of thousands of passengers every day; and,

WHEREAS, transit workers work under demanding conditions that require sustained concentration while navigating traffic, weather, road hazards, passenger interactions, and long hours; and,

WHEREAS, safe working conditions, respect in the workplace, and adequate facilities are fundamental rights that protect workers, passengers, and the public alike; and,

WHEREAS, ensuring these rights promotes safety, improves service reliability, strengthens workforce retention, and supports the health and well-being of transit workers; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) endorse the following Transit Workers' Bill of Rights and advocate for its implementation by employers, and all relevant public authorities.

Transit Workers' Bill of Rights

Every transit worker has the right to:

1. A decent and adequate rest break during the working day, recognizing that driver fatigue is a significant safety risk. Operators must remain focused despite traffic, passenger interactions, weather conditions, and reduced visibility, and should be provided at least a one hour lunch as an opportunity to rest.
2. A safe, roadworthy, and properly maintained vehicle that meets all applicable safety standards before and during service.
3. Access to clean, sanitary, and properly maintained restroom and rest facilities throughout all transit routes and work locations.

4. Report safety, security, and workplace concerns without fear of retaliation, intimidation, discipline, or discrimination from employers, transit agencies, or any other authority.
5. Recover from serious illness without harassment or pressure to return to work when under the care of a licensed medical provider and covered by appropriate medical documentation.
6. The Right to Use Protected Leave Without Retaliation or Loss of Opportunity. No worker should suffer adverse consequences for exercising their legal right to use protected leave. Employees shall not be subjected to retaliation, harassment, discipline, discrimination, loss of earnings, or be precluded from promotion, advancement, training, or other career opportunities because they have used protected leave or exercised any legally protected workplace right.
7. Receive timely, relevant, and ongoing safety and operational training necessary to safely perform their duties and respond to changing workplace conditions.
8. Have all workplace rules, policies, and disciplinary procedures provided in writing, clearly communicated, and readily accessible to all employees.
9. Be treated with dignity and respect by employers, management, transit agencies, passengers, and the general public, free from harassment, discrimination, abuse, or violence.
10. A fully functioning air conditioning system in the operator's cab to protect against excessive summer heat and maintain safe working conditions.
11. A fully functioning heating system in the operator's cab to protect against cold weather and ensure safe and healthy working conditions.

RESOLVED, that the WSLC support legislation, collective bargaining efforts, workplace policies, and public education initiatives that advance and protect these rights for all transit workers throughout Washington State; and be it finally,

RESOLVED, that copies of this resolution be provided to affiliated unions, transit agencies, elected officials, and other stakeholders to encourage the adoption and implementation of the Transit Workers' Bill of Rights.

7.23.26

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