



2024 Legislative Report





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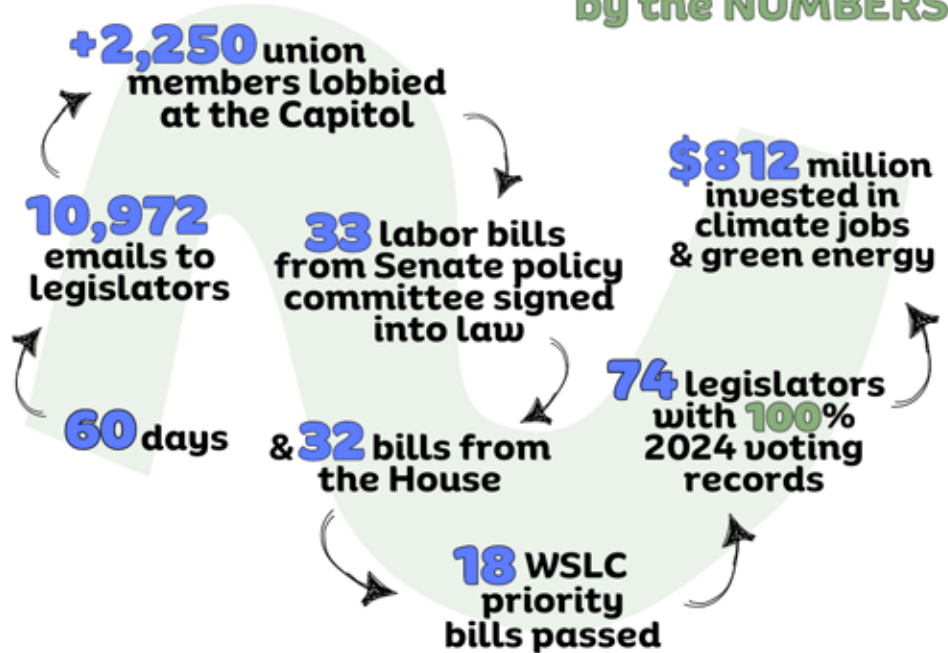
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**Reclaiming Worker Power
Energizing Our Movement**

WASHINGTON STATE LABOR COUNCIL, AFL-CIO

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

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OVERVIEW

Short session features some big victories

By SYBILL HYPOLITE

Washington’s labor movement packed some big wins into the short 2024 legislative session. We made solid progress on an ambitious agenda, including some top priorities: the Legislature passed the Employee Free Choice Act (**SB 5778**, Keiser), protecting workers from captive audience meetings; a historic bill on sanitary conditions in construction (**HB 2266**, Stonier), ensuring a safe and healthy environment for menstruating and lactating workers; and a bill modernizing the process for public employees to form a union by using a digital signature (**SB 6060**, Nguyen).

Legislators advanced significant worker-focused climate policy this session. (See President Sims’ column on Page 3 for details.) We saw a win for wage equity with the passage of **HB 1905** (Mena) which expands protections on wage discrimination from just gender to include race and other protected classes. The passage of **HB 2226** (Ortiz-Self) on data for H-2A temporary agricultural workers will help prevent a race to the bottom on farmworker wages. **SB 6106** (Conway) gives DSHS workers doing public safety work access to public safety retirement benefits. Similarly, **SB 5873** (Wellman) ensures school bus drivers employed by contractors have fair access to health benefits.

HB 2061 (Bronoski) clarifies that state restrictions on mandatory overtime in health care apply to any employee of a healthcare facility involved in direct patient care or clinical services. **SB 6007** (Conway) is designed to protect grocery and warehouse workers during employer mergers and acquisitions. **SB 6105** (Saldaña) establishes an innovative approach to worker health and safety: offering a liquor



ROBINSON



ORMSBY

license to adult entertainment businesses, on the condition that workplace standards are maintained. **HB 1889** (Walen) passed, ensuring that immigration status is not a barrier to licensure for jobs. See Secretary Treasurer Carter’s column on Page 4 to learn about an upcoming task force on artificial intelligence (**SB 5838**, Nguyen) and the importance of worker voices there.

Additionally, the supplemental budget – spearheaded by lead budget writers Sen. June Robinson and Rep. Timm Ormsby – included noteworthy investments for workers: \$72 million for paraeducator and office staffing in our public schools; \$45 million for initial improvements to indoor air quality at schools;

\$747,000 to expand access to non-standard hours for child care; \$325,000 to pilot near-site child care for construc-

tion workers; and \$200,000 for training, credentialing and wrap-around services to help low-income Washingtonians get good union maritime jobs. \$350,000 will fund legal aid to help workers access the federal labor-related deferred action program, a powerful counterbalance to the weaponization of immigration status for workers who organize for better working conditions.

While workers saw historic budget and policy successes, there were also significant disappointments this session. We will continue our advocacy next year on bills that did not pass, including unemployment insurance for striking workers (**HB 1893/SB 5777**), a deeply disappointing missed opportunity in the final days of session; fertility coverage (**HB 1151/SB 5204**); and fairness in the workers’ compensation system (**HB 2168/SB 5991**).

In the 2025 session, we will continue to bring collective action to the legislative space to achieve new wins for Washington workers, families and communities.

SESSION WINS

EMPLOYEE FREE CHOICE ACT
Protecting workers from employer “captive audience” meetings about matters of personal conscience. (**Page 5**)

SANITARY CONDITIONS
Removing barriers to the construction industry by ensuring workers who menstruate and/or express milk have safe, healthy accommodations at work. (**Page 9**)

DIGITAL UNION CARDS
Allowing digital signatures when public employees organize to join together in a union. (**Page 6**)



NEXT SESSION'S WINS



U.I. FOR STRIKERS
Allowing striking workers to access unemployment insurance benefits after two weeks on strike. (**Page 7**)

FERTILITY COVERAGE
Requiring health insurance plans in Washington to cover fertility services so it’s more affordable for all. (**Page 11**)

WORKERS’ COMPENSATION FAIRNESS
Holding all workers’ comp administrators to standards of “good faith and fair dealing.” (**Page 8**)

PRESIDENT'S COLUMN

Advancements in pro-worker climate policy

Despite the time limits of a short session, we made significant gains in climate policy this year. Washington's labor movement has invested in building a shared understanding of the urgency and opportunity found in a worker-centered green energy economy. This unity, manifested in the coalition that forms Climate Jobs Washington (CJWA), paid dividends this session.

We secured investments for zero emission school buses (**HB 1368**, Senn),



President's Column
APRIL SIMS

protecting kids and workers from asthma- and cancer-linked diesel fumes by transitioning to modern, safe electric buses. Legislative action included \$50 million in Climate Commitment Act (CCA) funds to kick start this transition in

lower-income districts. And the Legislature committed \$45 million to improve indoor air quality in public schools, also funded in large part by the CCA.

The Legislature approved a Buy Clean Buy Fair bill (**HB 1282**, Rep. Davina Duerr) establishing a pilot program to track the labor and environmental impact of the materials the state purchases for roads, bridges, and public buildings. We built on past years' gains to further improve energy facility siting and permitting processes (**HB 2039**, Fitzgibbon), ensuring that they support rather than hinder climate resilience infrastructure construction.



DUERR

We secured nearly \$960,000 of investments in offshore wind, with dollars



Photo courtesy of the Office of the Governor.

Highline School District bus driver and Teamsters 763 member Theo Whote talks about the benefits of electric school buses at a Dec. 11 event where Gov. Jay Inslee unveiled his 2024 climate agenda. HB 1368 (Senn) will help Washington make the transition to those buses.

supporting exploration of economic and workforce development opportunities, as well as funds to explore offshore wind generation potential, in collaboration with stakeholders including labor and tribes. In the nuclear energy space, the legislature committed \$25 million for early stage support of small modular reactor development. Additionally, through CJWA labor supported a sustainable maritime fuels budget proviso, which puts \$250,000 towards efforts to decarbonize maritime fuels. Also included in the supplemental budget is \$150 million for rebates for low- and middle-income utility customers.

Through CJWA, we've engaged in policy creation early, with a unified voice. This has allowed us to improve imperfect bills, and unite in support behind stronger legislation. One such bill, **HB 1589** (Doglio), makes needed changes to regulation of the state's

largest investor-owned utility, Puget Sound Energy, to support compliance with the energy targets set out in 2019's Climate Energy Transformation Act. We worked together to address worker concerns with **HB 1589**, ultimately securing key provisions for working folks, like requiring Project Labor Agreements for any projects built or purchased for CETA compliance, investment in incentives for low-income customers transitioning to cleaner heating and cooling systems in their homes, and protections for low-income customers from rate increases. This bill became a high priority for the WSLC and its affiliates.

Climate policy is economic policy, and as we strengthen and defend worker-centered climate policy going forward, the foundation of trust and shared goals within CJWA and the WSLC will help us defend the wins we've already secured, and continue to build power for working people.

Studying workforce needs on electrical transmission

As we increase our state's electrical transmission capacity to achieve climate goals, labor-supported legislation (**HB 2082**, Fosse) to study the needs of the electrical transmission workforce.

Although the bill failed to advance, the supplemental budget included \$275,000 to fund this study and create a labor-business workgroup to make recommendations to the Legislature.

We secured significant investments in our movement's climate jobs & clean energy priorities, primarily funded by the **Climate Commitment Act (CCA)**.*

More than \$812 million invested in our priorities, including:

- zero emission school buses
- indoor air quality retrofits
- school construction
- multifamily building efficiency grants
- utility ratepayer rebates
- hydrogen R&D
- electric vehicles
- clean energy community grants
- thermal energy

Other funding sources

\$262.9 million

\$549.1 million

CCA funds

*Some of these priorities will still be funded if CCA funding is unavailable, while some are entirely dependent on funding from the CCA.



2024 WSLC Legislative Report

SECRETARY TREASURER'S COLUMN

Labor's voice must be centered on AI, new tech

Working people are experts. Our expertise can make artificial intelligence and other emerging technologies better — safer, fairer and more efficient. But without us, tech advances will be used to exploit workers, furthering a race to the bottom for us all. That's why it is essential that working people are included in the design, development, and implementation of new technologies.

As bills concerning emerging tech and AI came before the Legislature, Washington's labor movement fought to center workers' voices. Several bills were introduced, all facing the significant time constraints of a short session. One bill, concerning employee rights and digital technology (**SB 6299**, Stanford) elevated workers rights by



Secretary
Treasurer's Column
CHERIKA CARTER

clarifying that state law on use of AI in the workplace does not interfere with mandatory subjects of bargaining and notification of AI use in the workplace must occur prior to use, not after it.

While this bill didn't advance, these ideas were included in AI legislation that did move forward (**SB 5838**, Nguyen). This bill establishes an AI taskforce that will analyze AI use and trends in the public and private sectors, and use this expertise to make recommendations to the Legislature on future policy concerning the regulation of AI. By advocating for the critical role of labor, we were able to secure a dedicated seat on this taskforce. This work will begin quickly; the bill includes an expedited timeline for the taskforces' work, requiring a preliminary report by the end of 2024, with more in depth reporting required throughout 2025.

The Legislature also took up the question of autonomous vehicle tech. One good bill, **SB 5872** (Lovick) would have required

a human safety operator in all autonomous vehicles, that these vehicles meet federal standards and regulations, and that human operators meet all state and federal requirements to operate a vehicle. Unfortunately, it failed to advance out of committee. **SB 5954** (Boehnke) allowing autonomous vehicles on public roadways fell far short of providing necessary protections for working communities; we were heartened to see this bill die in committee.

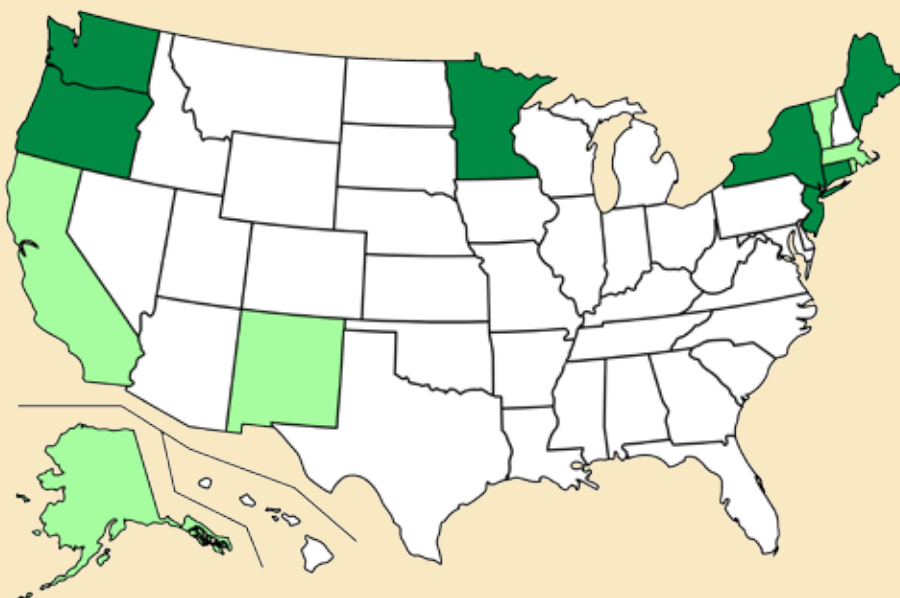
Policy work on artificial intelligence and other emerging tech will continue, and holds potential to meaningfully improve working conditions and quality of life for working people. As new technologies emerge and grow, we know labor's voice is essential to ensure advancements don't further enrich corporate profiteers and entrench inequality at the expense of working people. Labor is committed to leveraging new tech to strengthen worker power, and tech policy will remain a priority for our movement in future legislative sessions.



WORKERS' RIGHTS

'Captive' no more

Retiring Sen. Karen Keiser's final bill protects Washington workers from employer indoctrination



■ States with laws protecting workers who opt out of captive audience meetings

■ States that have proposed laws to protect workers who opt out of captive audience meetings

Source: Economic Policy Institute

Workers in Washington have gained new protections against employers that force them to attend meetings to listen to management's opinions on religious, political or union matters.

SB 5778, the Employee Free Choice Act sponsored by Sen. Karen Keiser (D-Des Moines), passed with a bipartisan 28-20 Senate vote, 55-41 in the House, and was signed into law by Gov. Jay Inslee at the IBEW Local 46 hall in Kent. Rep. Mary Fosse (D-Everett) sponsored the House companion.



KEISER

SB 5778 makes Washington the sixth state to prohibit employers from disciplining or firing employees who refuse to

attend such "captive audience" meetings.

"Workers are hired to do a job. Going to work should not obligate a worker to listen to their employer's views on religious and political matters," said Keiser, who has announced she will retire at the end of 2024 after serving 29 years in the Legislature. "This is my last bill to become law, so I am very pleased Governor Inslee is signing it today here in my district."

This new law does not limit employers' rights to express their beliefs freely. They can continue inviting employees to attend workplace meetings on political, religious, or unionization matters. SB 5778 simply empowers workers to opt out of unwelcome speech by protecting them from financial harm or retaliation if they choose not to attend such meetings.

■ **GROCERY MERGERS**—The Legislature approved and Gov. Inslee signed **SB 6007** by Sen. Steve Conway (D-Tacoma), a bill intended to protect grocery store and grocery distribution center workers and communities from the negative impacts of corporate megamergers in the grocery industry. Drafted in response to Kroger (Fred Meyer and QFC) attempting to merge with Albertsons/Safeway, it requires public notice of new ownership, a period of job protection or re-hire for eligible current employees, protection of current working conditions and collective bargaining agreements, and mandatory engagement with local government if a merger would cause a store closure in an existing food desert.

■ **H-2A DATA**—The passage of **HB 2226**, sponsored by Rep. Lillian Ortiz-Self (D-Mukilteo), will help address concerns about farmworker wage suppression in the H-2A guest worker program, which has seen a 1,000% increase in participation since 2008. This bill requires the Employment Security Department to gather accurate worker counts during inspections and conduct comprehensive wage surveys directly with farmworkers. This empowers workers, helps identify potential abuses, and ensures employers follow the rules.



ORTIZ-SELF

■ **NONCOMPETE CLAUSES**—In 2019, Washington approved important worker protections against employer-imposed noncompetition clauses that restrict employment opportunities. Those safeguards will grow even stronger under **SB 5935** (Stanford), which increases protections for workers and consumers in response to real-life situations that have arisen since the original law's passage.

■ **WORKER WAGE RECOVERY**—Wage theft is a common crime, but it can be very difficult for workers to recover unpaid wages. **HB 2097** (Berry) creates an L&I work group to consider a wage recovery fund for workers who experience wage theft. Much appreciation to Seattle University law students at the Workers' Rights Clinic who developed and lobbied this bill.

Equal pay protections expanded

In 2018, state legislators approved an equal pay law that provides important worker protections for gender discrimination in wages. But the law left out many workers who experience discrimination.

This year the Legislature approved **HB 1905**, sponsored by Sharlett Mena (D-Tacoma), which expands the state’s wage discrimination protections to apply to all protected classes. It will ensure that workers have recourse if they face pay discrimination related to their race, age, sexual orientation, national origin, physical disability, and other protected classes.



MENA



2024 WSLC Legislative Report

COLLECTIVE BARGAINING

State lawmakers approved **SB 6060**, which will modernize the state’s Public Employment Relations Commission by allowing the agency to accept digital signatures from public employees seeking to join together in unions.

The National Labor Relations Board already accepts electronic signatures for private sector union drives, and multiple states—including Oregon, California, and Minnesota—already accept the same for public employees. Sponsored by Sen. Joe Nguyen (D-White Center), **SB 6060** adds Washington to the growing list of states to do so. It passed the Senate 31-18, the House 92-4 and was signed into law by Gov. Jay Inslee.



NGUYEN

Ivan Cruz of UAW 4121 testified before the Senate Labor and Commerce Committee about the challenges faced by University of Washington research scientists spread across the state — and world — when they sought to form a union.

“All workers deserve good working conditions and the protections that a union provides,” Cruz said. “The option of electronically signing a card will make the process more accessible to workforces like research scientists who are distributed across the globe. As public sector workers in Washington, we need the same ability to democratically decide to form a labor union and utilize technology in the same way our private sector colleagues can.”

Other collective bargaining-related bills that passed in 2024 included:

- PUBLIC SAFETY TELECOMMUNICA-



Welcome to the digital age

TORS — 911 telecommunicators dedicate their lives to guiding people through their most harrowing moments, but their own struggles often go unheard. That’s why state lawmakers approved **SB 5808**, sponsored by Sen. Kevin Van De Wege (D-Port Angeles) granting 911 telecommunicators interest arbitration rights. This provides a neutral platform for negotiations, ensuring both sides are heard. It breaks the cycle of one-sided bargaining, where telecommunicators’ voices are often drowned out by management.



VAN DE WEGE

- LEGISLATIVE STAFF BARGAINING — In 2022, the Legislature passed a law removing the prohibition for certain legislative

staff for collective bargaining. This year, lawmakers approved **SB 6194** (Stanford) clarifying elements of legislative staff collective bargaining policy. The WSLC was heartened to see the Legislature preserve staffs’ ability to negotiate over just cause and overtime, as well as other technical adjustments.

What didn’t pass

- CLARIFYING INTERPRETERS’ RIGHTS — **SB 5810** (Saldaña) set out to clarify the collective bargaining unit for interpreters who provide language access services to certain state agencies. It removed the term “appointments” from the law so those who provide on-demand interpreting services are not excluded. After passing the Senate Labor & Commerce Committee, it failed to advance from Ways & Means.

SAFETY NET PROGRAMS

By JOE KENDO

We are living through a time of historic, runaway inequality. Two-thirds of our nation’s wealth is held by just 10% of the population and working people are squeezed by increasing rent, home prices, the cost of groceries, and other costs of living. More and more workers are forming unions, but their bosses are aggressively denying workers the respect and stability that comes with a contract.

HB 1893, which would have authorized unemployment insurance for workers provoked to strike, was designed to help level the playing field by supporting workers who strike for recognition, for their first contract, or for the working conditions that lead to a better life.

Sponsored by Rep. Beth Doglio (D-Olympia) in the House and Sen. Karen Keiser (D-Des Moines) in the Senate, HB 1893/SB 5777 would have, after a two-week waiting period, provided up to four weeks of UI benefits for workers who risk everything by withholding their labor to fight for a better life. Already authorized in states like New York, New Jersey, and Maine, this modest approach to expanding our state’s social safety net would have limited the impact of a long-held strategy by employers to starve workers out during disputes. During the Hollywood strikes over the summer, lead by SAG-AFTRA and the Writers’ Guild of America, Americans were horrified to read quotes by studio executives noting how they would just drag negotiations out until workers started losing their homes. Workers should not have to risk losing the roof over their heads just to secure the wages they deserve.

Moving first, the House passed HB 1893 on a 53-44 vote under the shepherding of Doglio and Rep. Liz Berry. Caught adeptly by Keiser in the Senate, along with helpful tending by Sens. Emily Randall and



Manka Dhingra, the bill remained alive and viable until the final day of session. In the end, Senate Democratic leaders refused to bring it to the floor for a vote. All this despite thousands of workers who made their voices heard at a Feb. 28 rally (pictured above with Rep. Doglio leading a chant) and via phone calls, emails, notes, and other communications to senators.

HB 1893 was a modest, nuanced approach to equipping workers with the support they need to get their unions recognized, to secure their first contracts, and to rebalance the economic scales to elevate working families. While it’s sorely disappointing to see this effort fail, the 2025 legislative session should provide well-tended soil for this effort to take root.

Strikers win healthcare protection

Although the Senate failed to approve unemployment benefits for striking workers, they did improve the safety net for strikers threatened with the loss of health coverage.

SB 5632 (Keiser) passed the House 56-38 and the Senate 28-20. It requires Washington’s

Health Benefit Exchange, our state’s health insurance plan marketplace, to provide enrollment assistance for workers who lose health coverage as a result of a strike, lockout, or other labor dispute. This will help maintain coverage for these workers and their families.

SAFETY NET PROGRAMS



Survivors' benefits for drivers

Rideshare drivers won a significant victory in 2024 with the passage of **HB 2382**, sponsored by Rep. Liz Berry (D-Seattle). It expands death benefits for families of drivers who are killed on the job, even if they are between trip requests when killed. Given that there have been five rideshare drivers killed on the job in Washington since 2020, this will fill a crucial gap in benefits and ensure their families aren't left with nothing.

HB 2382 passed the House 58-39 and the Senate 32-17. The day Gov. Jay Inslee signed it into law, members of the Drivers Union/IBT 117 (pictured above) celebrated with Berry and Sen. Rebecca Saldaña, who sponsored the Senate companion bill, and other legislators. With this new law, rideshare drivers can breathe a little easier knowing their families will be taking care of if something happens to them on the job.

■ **EXPEDITING INJURED WORKERS' BENEFITS** — **HB 1927**, sponsored by Rep. Dan Bronoske (D-Lakewood) and championed by IUOE Local 612, builds on a bill from Sen. Derek Stanford that didn't pass in 2020. Under current law, an injured

worker is denied the first three days of wage replacement benefits until they are off work for at least 14 days. When workers are injured on the job, they should be paid for every single day they are unable to work. As a first step toward righting this injustice, the Legislature approved HB 1927 to reduce the waiting period to seven days. This will ease the economic burden of being injured, and cause less financial harm to injured workers and their families.

What didn't pass

■ In the 2023 session, the Legislature passed HB 1521 to require self-insured workers' compensation third-party administrators (TPAs) to hold themselves to standards of good-faith and fair-dealing when managing injured workers' claims. Lawmakers heard from workers experiencing chronic delays and misleading communication from TPAs that delayed necessary care and prevented injured workers from making ends meet. But in the 11th hour, HB 1521 was amended to deny protection to workers in the private sector.

Workers' compensation administrators for *all* employers should be held

to standards of "good faith and fair dealing." **HB 2168 / SB 5991**, sponsored by Rep. Emily Alvarado (D-West Seattle) and Sen. Liz Lovelett (D-Anacortes), sought to end this two-tiered system, but neither bill advanced from policy committees.

The WSLC will work with legislators to address any concerns and ensure that all workers, public and private, are entitled to basic fairness if they are injured at work.

■ For layoffs large enough to require WARN notices, **HB 2100** (Farivar) would have required employers to conduct a survey on demographics of impacted workers and allow a rapid response presentation so workers get information on available benefits like unemployment insurance and healthcare coverage. The bill passed the House Labor & Workforce Standards Committee but never received a floor vote.



ALVARADO



LOVELETT

BUILDING TRADES



Major victory on sanitary conditions

By JOHN TRAYNOR

In what is being hailed as a massive positive step forward towards equity on construction jobsites, **HB 2266** sponsored by Rep. Monica Stonier (D-Vancouver), requires the Department of Labor and Industries to develop rules for employers in the construction industry to provide better and sanitary conditions for workers who menstruate or express milk, or both.

The rules, which would apply only to employers in the construction industry, must include minimum size bathroom facilities with a locking door, an adequate and convenient supply of menstrual hygiene products (at no cost to the workers), reasonable accommodations for workers who express milk, a location (other than a bathroom) to privately and cleanly express milk, a convenient water source to wash hands and to clean expression equipment and adequate time to accommodate for multiple layers of clothing (think rain gear on top of coveralls, etc.).



STONIER

With these minimum requirements,

Multiple clean-energy bills supported by the Washington State Building and Construction Trades Council were approved in 2024.

(See President Sims' column on Page 3)

HB 2266 will help retain construction workers who have faced barriers, unsanitary conditions, and a lack of facilities for menstruation and expression of milk. The construction industry is a male-dominated industry and employers have often failed to provide equitable sanitary conditions. This law seeks to remedy this inequity, by removing another barrier to entry and retention in this industry.

This bipartisan bill passed the House 78-18 and the Senate unanimously. The Senate version was sponsored by Sen. Annette Cleveland (D-Vancouver).

This idea was presented as a resolution at the WSLC's 2023 Convention by Laborers International Union of North America—who turned out in force for Gov. Inslee's bill signing (see photo)—and was supported broadly by the WSLC, the Washington State Building and Construction Trades Council, and their shared affiliates.

A better pathway from prison to good jobs

By BEN BROWN

HB 2084, sponsored by Rep. Mary Fosse (D-Everett), requires the Office of Corrections Ombuds to establish an oversight committee to improve construction-related training and pathways to state-registered apprenticeships in state correctional facilities. It also orders the Department of Corrections to collect data on employment outcomes of persons who participate in these training programs.



FOSSE

HB 2084 passed both chambers with unanimous support after a strong push from building trades unions. Members of the State Building and Construction Trades Council, Ironworkers Local 86, and Cement Masons & Plasterers Local 528 all testified on the positive impact these apprenticeship programs can have on rehabilitation and reentry after incarceration.

A person's mistake should not hold the potential to ruin the rest of their life. These apprenticeship opportunities provide a second chance for incarcerated persons to contribute to society and provide the support and stability to prevent repeat offenses.

IN THE BUDGET

- \$45 million to begin addressing indoor air quality at schools.
- \$175,000 to evaluate the application of prevailing wage and apprenticeship utilization standards on publicly funded construction.
- \$576,000 for a task force on the underground economy in construction.

PUBLIC EMPLOYEES

New law protects students, drivers on school buses

In 2021, Pasco school bus driver Richard Lenhart was killed by an assailant outside Longfellow Elementary School with dozens of children aboard his bus.

This year Lenhart’s family and his union, Teamsters Local 839, supported **SB 5891**, the Richard Lenhart Act. Sponsored by Rep. Matt Boehnke (R-Kennewick), it makes school bus trespass a gross misdemeanor if a person knowingly and maliciously boards a school bus or does any other act that creates a substantial risk of harm to school bus passengers or drivers.

“You go to a public school, you see ‘No Trespassing’ placards up,” said Teamsters 839 Secretary-Treasurer Russell Shjerven. “There’s nothing like that on buses. That’s part of the bill, not only to make it a crime to trespass on a public school bus, but to educate the parents, the children, and the community.”

■ **HEALTH BENEFITS FOR SCHOOL BUS DRIVERS** — School districts sometimes contract transportation services to contractors who fail to provide adequate health and pension benefits. **HB 1248** (Stonier) ensures contracted bus drivers, who provide the same exact services as school district-employed bus drivers, have comparable benefits. The bill passed the Senate 28-21, the House 57-37, and was signed into law by the governor.

■ **DSHS ACCESS TO PSERS** — **SB 6106** (Conway) adds frontline staff at the Department of Social and Health Services’ Special Commitment Center, who are regularly exposed to dangerous situations at work, to the Public Safety Employees’ Retirement System (PSERS). This recognizes them as the public safety workers they are and grants them the pension benefits they deserve. It also brings consistency in the retirement options available to



CONWAY



With strong support from the Washington State Council of Fire Fighters (WSCFF) and IAFF locals across the state, the Legislature unanimously passed **HB 2091** to erect a fallen fire fighter memorial on the State Capitol Campus.



BRONOSKE

Sponsored by Rep. Dan Bronoske (D-Bronoske), a career fire fighter and EMT, this legislation creates a nonappropriated account for the deposit of gifts,

grants, and endowments to support the construction and maintenance of the memorial. The Senate companion bill was sponsored by Sen. Kevin Van De Wege (D-Port Angeles), who is also a career fire fighter.

“Honoring nearly 300 line-of-duty deaths since 1891, this memorial to all the volunteer and career firefighters who made the ultimate sacrifice will resonate with families and firefighters all over our state,” said WSCFF legislative Liaison Bud Sizemore. “Its presence on our state Capitol campus will provide visible and lasting recognition.”

staff of the Residential Treatment Facilities and Special Commitment Center, whose work is similar to staff of other facilities who already have access to PSERS.

■ **PLAN 1 COLA** — Plan 1 (PERS 1 and TRS 1) public employee retirees no longer receive automatic cost-of-living increases. To prevent retirees on fixed incomes from losing additional purchasing power, the Legislature approved **HB 1985** (Timmons) providing a one-time 3 percent benefit increase in 2024. This action will keep retired public workers in their homes and able to afford food and other necessities.

What didn’t pass

■ **PEBB RETIREES’ HEALTH CARE** — Retired public workers are being priced out of Public Employee Benefits Board health insurance plans. The state currently subsidizes 50 percent of PEBB retiree health insurance premiums, capped at \$183 per month. **HB 2188** (Bronoske) and **SB 6139** (Conway) would have increased that cap, which was set back in 2009, to adjust for skyrocketing health care costs since then. Neither bill advanced from policy committee this year.



HEALTHCARE & FAMILY POLICIES



No action on fertility services

Access to fertility services and the ability to grow your family should not be reserved for the wealthy. That's why the WSLC prioritized passage of legislation requiring regulated insurance plans to include fertility coverage and make this treatment more affordable for all.

HB 1151 (Stonier)/**SB 5204** (Frame) would require state-regulated insurance plans to include fertility cov-

erage. Although this legislation passed the House last year, it didn't advance in this year's short session. That's a shame because Washington should join the 21 states that already require some level of coverage for fertility treatment. The WSLC will continue to pursue this common-sense step, which would open access to appropriate medical care for all growing families.

■ **INCLUDING CHOSEN FAMILY IN PAID SICK DAYS** — Sponsored by Sen. Rebecca Saldaña (D-Seattle) with a House companion by Rep. Mary Fosse (D-Everett), **SB 6106** makes an important update to Washington's paid sick leave law. Under state law, employees can use paid sick days to care for their family members, but only specific biological family members like children and parents. This bill adds chosen family to the state leave law so that workers can use their paid sick time to care for extended family as well as chosen family who depend on them for care. This is a huge win for families with diverse, non-nuclear family structures which are more likely in LGBTQ+, immigrant, and BIPOC communities.



SALDAÑA

■ **PFML MEDICAL AUTHORIZATION FIXES** — Too many Paid Family and Medical Leave claimants report the process has been delayed for weeks waiting to get the required

medical certification form back from healthcare providers. **HB 2102** (Berry) requires providers to return the form within 7 calendar days and prohibits them from charging for completing it. (It's typically just one page, half of which is contact information.) This bill's unanimous passage will speed claims processing for workers who rely on these benefits to make ends meet while they recover or provide care.

■ **MANDATORY OVERTIME RESTRICTIONS** — **HB 2061** (Bronoski) passed to clarify that the state's restrictions on mandatory overtime in health care apply to any employee of a healthcare facility involved in direct patient care or clinical services, not just to specific nurses.

■ **HEALTH CARE COST TRANSPARENCY** — The Health Care Cost Transparency

Board analyzes healthcare expenditures in Washington and identifies trends in cost growth. **HB 1508** (Macri) expands the Board to include representatives of consumers, including labor and employer healthcare purchasers. Importantly, when analyzing healthcare cost drivers, the bill ensures the Board can consider the financial earnings, profits and assets of healthcare providers. This bill takes an important step toward improving transparency and accountability in the effort to make health care more accessible and affordable.

What didn't pass

■ **KEEP OUR CARE ACT** — Large health-care systems continue to absorb competitors, which in many cases has reduced patients' access to important care, including contraception and abortion. Sen. Emily Randall (D-Bremerton) stepped up to sponsor **SB 5241**, which would ensure that these mergers do not restrict access to necessary health care and family planning resources, especially in rural and/or BIPOC communities where options are limited. It cleared the Senate 28-21 and passed multiple House committees, but failed to get a House floor vote.



RANDALL

■ **ESSENTIAL WORKERS' HEALTHCARE TRUST** — Many nursing home workers don't have access to health care because their employers' small risk pools make it unaffordable to get high-quality benefits. **HB 2351** (Riccelli) set out to replicate Oregon's solution, an Essential Workforce Healthcare Trust that leverages state funding and a large risk pool to provide high-quality benefits across the industry. The bill did not move forward, but the budget included \$250,000 to study essential workers healthcare benefits.

IN THE BUDGET

■ \$747,000 to promote non-standard childcare hours by increasing the non-standard hours bonus to \$150/month per child; should improve access for building and construction, manufacturing and healthcare workers.

EDUCATION



WSLC delegates swarm Olympia



The priority legislative issues of Washington's union movement got a major push on Feb. 1 as the Washington State Labor Council, AFL-CIO held its 2024 Legislative Lobbying Conference. Hundreds of delegates from unions across the state were briefed on the status of pro-worker bills and then went to the State Capitol to meet with their state representatives and senators to urge their support.

"Today is about exercising our power as working people," said WSLC President April Sims in her opening remarks. "It's about ensuring our voices are heard, and that we have an impact on the policies and politics that will affect workers, our families, and our communities."



Rep. Liz Berry, Chair of the House Labor and Workplace Standards Committee, gets a hero's welcome at the conference.

Funding improved for paraeducators

Public schools across Washington will be able to have more paraeducators in schools to better meet student needs, under **SB 5882**. Sponsored by Sen. Derek Stanford (D-Bothell) and strongly supported by the Washington Education Association (WEA), AFT Washington and other advocates for public education, it will increase the staff allocation for paraeducators in the prototypical school funding model. This bill's passage is especially important at a time many school districts are facing budget cuts. This year's supplemental budget included \$72 million to implement this bill.



STANFORD

■ **SPECIAL EDUCATION FUNDING CAP — HB 2180** (Callan), a bill requested by Superintendent of Public Instruction Chris Reykdal, expands on last year's efforts to improve special education funding. It increases the enrollment limit for special education excess cost funding to help school districts better serve these students, and it complements SB 5882 and other efforts to raise paraeducators' pay.

Additionally, \$3.5 million was invested for union-led teacher residencies focused on special education teachers.

■ **INCLUSIVE LEARNING STANDARDS — SB 5462** (Lias) requires school districts in Washington state to adopt curricula that cover inclusive, age-appropriate materials that tell the histories, contributions and perspectives of LGBTQ+ Washingtonians.

■ **PROHIBITING BOOK BANS — HB 2331** (Stonier) prohibits school boards from banning books from classrooms and libraries through discriminatory practices. Amid a surge in politicized attempts to ban books nationwide, this bill's passage will protect library workers and ensure that students in Washington have access to libraries that represent the diversity of the communities across our state.



Washington State Labor Council, AFL-CIO 2024 Legislative Voting Record

VOTE DESCRIPTIONS

▶ E2SHB 1368 (Senn) — Protect kids by transitioning Washington’s school buses from asthma-causing diesel to modern, safe **zero-emission electric school buses**. (Right vote: YES)

Passed House 58-38; passed Senate 29-20; signed by Gov. Inslee.

▶ ESHB 1589 (Doglio) — Supporting Washington’s **clean energy economy** by making needed changes to Puget Sound Energy regulations that support compliance with the state’s targets for reducing carbon emissions. (Right vote: YES)

Passed House 50-45; passed Senate 27-22; signed by Gov. Inslee.

▶ ESHB 1893 (Doglio) — **Allowing striking workers to access unemployment insurance** after more than two weeks on strike. (Right vote: YES)

Passed House 53-44; but failed to get a floor vote in the Senate.

▶ SHB 1905 (Mena) — **Expanding existing equal pay protections** to encompass all protected classes under Washington’s anti-discrimination laws, including race, age, marital status, sexual orientation, national origin, physical disability, military status, and other protected classes. (Right vote: YES)

Passed House 63-34; passed Senate 36-13; signed by Gov. Inslee.

▶ HB 1927 (Bronoske) — Reducing the number of days—from 14 to 7—that a **temporary total disability** must continue to receive immediate workers’ compensation time-loss benefits. (Right vote: YES)

Passed House 60-37; passed Senate 33-16; signed by Gov. Inslee.

▶ ESHB 2039 (Fitzgibbon) — Modifying the **appeals process for environmental and land use matters**. (Right vote: YES)

Passed House 72-24; passed Senate 44-5; signed by Gov. Inslee.

SCORECARD KEY

✓ voted “right”
✗ voted “wrong”
E Excused

▶ SHB 2226 (Ortiz-Self) — Requiring the **collection of certain data pertaining to H-2A workers** to ensure these workers are being paid properly and not driving down area wages and working standards. (Right vote: YES)

Passed House 56-39; passed Senate 27-22; signed by Gov. Inslee.

▶ EHB 2266 (Stonier) — Requiring **sanitary conditions for construction workers** who menstruate and/or express milk to protect their safety and health on job sites. (Right vote: YES)

Passed House 78-18; passed Senate 49-0; signed by Gov. Inslee.

▶ ESHB 2331 (Stonier) — **Eliminating the practice of book banning** by preventing local school boards from making policies to ban classroom or library materials based on discriminatory bias. (Right vote: YES)

Passed House 57-38; passed Senate 29-20; signed by Gov. Inslee.

▶ SHB 2382 (Berry) — Provides **survivor death benefits for the families of TNC drivers** (Uber, Lyft, and other Transportation Network Companies) who are killed on the job regardless of whether they have a passenger in their vehicle or are waiting for a trip. (Right vote: YES)

Passed House 58-39; passed Senate 32-17; signed by Gov. Inslee.

▶ ESB 5241 (Randall) — The “Keep Our Care Act” protecting the **healthcare marketplace** by ensuring that hospital mergers do not restrict access to necessary healthcare and family planning resources, especially in rural communities where options are limited. (Right vote: YES)

Passed Senate 28-21, but failed to get a floor vote in the House.

▶ ESB 5462 (Lias) — Requires school districts to adopt **inclusive learning standards** that tell the histories, contributions and perspectives of LGBTQ+ Washingtonians. (Right vote: YES)

Passed Senate 28-20, passed House 56-37; signed by Gov. Inslee.

▶ ESSB 5778 (Keiser) — Prohibiting employers from disciplining or firing employees who refuse to attend **“captive audience” meetings** where the employer expresses opinions on religious or political matters, including unionization. (Right vote: YES)

Passed Senate 28-20, passed House 55-41; signed by Gov. Inslee.

▶ ESSB 5793 (Saldaña) — Updating the definition of **“family member” in Washington’s paid sick leave law** to accommodate all family compositions, including those who are not bound by blood or marriage. (Right vote: YES)

Passed Senate 28-21; passed House 76-19; signed by Gov. Inslee.

▶ SSB 5935 (Stanford) — Increasing protections for workers and consumers in response to real-life situations that have arisen since the passage of landmark 2019 legislation **restricting the use of noncompete clauses** in Washington. (Right vote: YES)

Passed Senate 29-20; passed House 55-38; signed by Gov. Inslee.

▶ SSB 6060 (Nguyen) — Modernizing the union certification process at the Public Employment Relations Commission by **allowing digital signatures** when public employees seek to join together and seek union recognition. (Right vote: YES)

Passed Senate 31-18; passed House 92-4; signed by Gov. Inslee.



	EZSHB 1368—Zero emission school buses	ESHB 1589—Clean energy	SHB 1905—Equal pay/protected classes	HB 1977—Expediting injured worker benefits	ESHB 2038—Environ./land use appeals	SHB 2226—H-2A worker program data	EHB 2266—Construction/sanitary conditions	ESHB 2331—Public school materials	SHB 2382—TMC driver death benefits	ESB 5241—Health care marketplace	ESB 5462—Inclusive learning standards	ESSB 5778—Employee Free Speech Act	ESSB 5793—Paid sick leave	SSB 5935—Noncompetition covenants	SSB 6060—Electronic signatures/PERC	2024 WSLC Voting Record	Lifetime WSLC Voting Record
3	Sen. Andy BILLIG (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
8	Sen. Matt BOEHNKE (R)	✗	✗	✓	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗	13	16
20	Sen. John BRAUN (R)	✗	✗	✗	✗	✗	✓	✗	✗	✓	✗	✗	✗	✗	✗	13	21
49	Sen. Annette CLEVELAND (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
29	Sen. Steve CONWAY (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
45	Sen. Manka DHINGRA (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
16	Sen. Perry DOZIER (R)	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	✗	7	11
31	Sen. Phil FORTUNATO (R)	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	13	24
36	Sen. Noel FRAME (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
25	Sen. Chris GILDON (R)	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	13	31
23	Sen. Drew HANSEN (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
11	Sen. Bob HASEGAWA (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
12	Sen. Brad HAWKINS (R)	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	13	29
6	Sen. Jeff HOLY (R)	✗	✗	✗	✓	✓	✗	✓	✗	✗	✗	✗	✗	✗	✓	33	28
22	Sen. Sam HUNT (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
47	Sen. Claudia KAUFFMAN (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
33	Sen. Karen KEISER (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
14	Sen. Curtis KING (R)	✗	✗	✓	✓	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	33	32
48	Sen. Patty KUDERER (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
21	Sen. Marko LIIAS (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
40	Sen. Liz LOVELETT (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
44	Sen. John LOVICK (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
35	Sen. Drew MacEWEN (R)	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	13	29
2	Sen. Jim McCUNE (R)	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	7	19
5	Sen. Mark MULLET (D)	✓	✗	✓	✓	✓	✗	✓	✓	✗	✓	✗	✗	✓	✓	67	79
10	Sen. Ron MUZZALL (R)	✗	✗	✓	✗	✓	✗	✓	✓	✗	✗	✗	✗	✗	✗	27	30
34	Sen. Joe NGUYEN (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
28	Sen. T'wina NOBLES (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
4	Sen. Mike PADDEN (R)	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	13	10
43	Sen. Jamie PEDERSEN (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	91
26	Sen. Emily RANDALL (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
18	Sen. Ann RIVERS (R)	✗	✗	✓	✓	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	27	26
38	Sen. June ROBINSON (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
37	Sen. Rebecca SALDAÑA (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	E	E	✓	✓	✓	100	100
32	Sen. Jesse SALOMON (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
9	Sen. Mark SCHOESLER (R)	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	7	12
42	Sen. Sharon SHEWMAKE (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	91
7	Sen. Shelly SHORT (R)	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	13	14
1	Sen. Derek STANFORD (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
15	Sen. Nikki TORRES (R)	✗	✗	✓	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	20	19
27	Sen. Yasmin TRUDEAU (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
46	Sen. Javier VALDEZ (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
24	Sen. Kevin VAN DE WEGE (D)	✓	✗	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	87	90
39	Sen. Keith WAGONER (R)	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	13	8
13	Sen. Judy WARNICK (R)	✗	✗	✓	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✗	13	18
41	Sen. Lisa WELLMAN (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
30	Sen. Claire WILSON (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
19	Sen. Jeff WILSON (R)	✗	✗	✓	✓	✓	✗	✓	✗	✗	✗	✓	✗	✗	✓	40	37
17	Sen. Lynda WILSON (R)	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✗	13	15



		EZSHB 1368—Zero emission school buses	ESHB 1589—Clean energy	ESHB 1893—Unemployment Ins. for Strikers	SHB 1905—Equal pay/protected classes	HB 1927—Expediting injured worker benefits	ESHB 2038—Environ./land use appeals	SHB 2226—H-2A worker program data	EHB 2266—Construction/sanitary conditions	ESHB 2331—Public school materials	SHB 2382—TNC driver death benefits	ESB 5462—Inclusive learning standards	ESSB 5778—Employee Free Speech Act	ESSB 5793—Paid sick leave	SSB 5935—Noncompetition covenants	SSB 6060—Electronic signatures/PERC	2024 WSLC Voting Record	Lifetime WSLC Voting Record
20	Rep. Peter ABBARNO (R)	X	X	X	X	X	X	X	✓	X	X	X	X	X	X	X	7	32
34	Rep. Emily ALVARADO (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
2	Rep. Andrew BARKIS (R)	X	X	X	X	X	✓	X	✓	X	X	E	X	✓	X	✓	29	25
8	Rep. Stephanie BARNARD (R)	X	X	X	X	X	X	X	✓	X	X	X	X	X	X	✓	13	24
22	Rep. Jessica BATEMAN (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
44	Rep. April BERG (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
11	Rep. Steve BERGQUIST (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
36	Rep. Liz BERRY (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
28	Rep. Dan BRONOSKE (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
26	Rep. Michelle CALDIER (R)	X	X	X	X	X	✓	X	✓	X	X	X	X	✓	E	✓	29	30
5	Rep. Lisa CALLAN (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
25	Rep. Kelly CHAMBERS (R)	X	X	X	X	X	X	X	✓	X	X	X	X	X	X	✓	13	24
15	Rep. Bruce CHANDLER (R)	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	--	16
24	Rep. Mike CHAPMAN (D)	✓	X	X	✓	✓	✓	✓	✓	✓	X	✓	X	X	X	✓	60	79
18	Rep. Greg CHENEY (R)	X	X	X	X	X	✓	X	✓	X	X	X	X	✓	X	✓	27	39
43	Rep. Frank CHOPP (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	94
4	Rep. Leonard CHRISTIAN (R)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	0	12
8	Rep. April CONNORS (R)	X	X	X	X	X	X	X	✓	X	X	X	X	X	X	✓	13	18
14	Rep. Chris CORRY (R)	X	X	X	X	X	✓	X	X	X	X	X	X	E	X	✓	14	23
38	Rep. Julio CORTES (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
35	Rep. Travis COUTURE (R)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	✓	7	21
32	Rep. Lauren DAVIS (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
13	Rep. Tom DENT (R)	X	X	X	✓	X	X	X	X	X	X	X	X	X	X	✓	13	16
22	Rep. Beth DOGLIO (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
44	Rep. Brandy DONAGHY (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
1	Rep. Davina DUERR (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
9	Rep. Mary DYE (R)	X	X	X	X	X	X	X	X	X	X	E	X	X	X	✓	7	14
47	Rep. Debra ENTENMAN (D)	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	93	98
39	Rep. Carolyn ESLICK (R)	X	X	X	X	X	X	✓	X	X	X	X	X	✓	X	✓	20	13
46	Rep. Darya FARIVAR (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
27	Rep. Jake FEY (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
34	Rep. Joe FITZGIBBON (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
38	Rep. Mary FOSSE (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
12	Rep. Keith GOEHNER (R)	X	X	X	X	X	✓	X	✓	X	X	X	X	✓	X	✓	27	30
45	Rep. Roger GOODMAN (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
6	Rep. Jenny GRAHAM (R)	X	X	X	X	X	X	X	X	X	X	X	X	X	E	✓	7	30
33	Rep. Mia GREGERSON (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
35	Rep. Dan GRIFFEY (R)	X	X	X	✓	X	X	X	✓	X	X	X	X	✓	X	✓	27	32
11	Rep. David HACKNEY (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
17	Rep. Paul HARRIS (R)	X	X	X	X	X	✓	X	✓	X	X	X	X	X	X	✓	20	30
26	Rep. Spencer HUTCHINS (R)	X	X	X	X	X	✓	X	✓	X	X	X	X	✓	X	✓	27	30
25	Rep. Cyndy JACOBSEN (R)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	0	19
27	Rep. Laurie JINKINS (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	96
16	Rep. Mark KLICKER (R)	X	X	X	X	X	X	X	X	X	X	X	X	✓	X	X	7	22
1	Rep. Shelley KLOBA (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
7	Rep. Joel KRETZ (R)	X	X	X	X	X	✓	X	✓	X	X	X	X	✓	X	✓	27	19
28	Rep. Mari LEAVITT (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	86
40	Rep. Debra LEKANOFF (D)	✓	✓	✓	✓	✓	✓	E	✓	E	✓	✓	✓	✓	✓	✓	100	100
39	Rep. Sam LOW (R)	X	X	X	X	X	X	X	✓	X	X	X	X	✓	X	✓	27	36



		E25HB 1368—Zero emission school buses	ESHB 1589—Clean energy	ESHB 1893—Unemployment Ins. for Strikers	SHB 1905—Equal pay/protected classes	HB 1927—Expediting injured worker benefits	ESHB 2038—Environ./land use appeals	SHB 2226—H-2A worker program data	EHB 2266—Construction/sanitary conditions	ESHB 2331—Public school materials	SHB 2382—TMC driver death benefits	ESB 5462—Inclusive learning standards	ESSB 5778—Employee Free Speech Act	ESSB 5793—Paid sick leave	SSB 5935—Noncompetition covenants	SSB 6060—Electronic signatures/PERC	2024 WSLC Voting Record	Lifetime WSLC Voting Record
43	Rep. Nicole MACRI (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
7	Rep. Jacquelin MAYCUMBER (R)	✗	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✗	✗	✓	20	27
18	Rep. Stephanie McCLINTOCK (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✓	13	19
19	Rep. Joel McENTIRE (R)			✗	✗	✗					✗	✗	✗	✗	✗	✓	11	18
29	Rep. Sharlett MENA (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
29	Rep. Melanie MORGAN (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	E	E	✓	✓	✓	92	99
14	Rep. Gina MOSBRUCKER (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✓	7	26
23	Rep. Greg NANCE (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
20	Rep. Ed ORCUTT (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✓	7	23
3	Rep. Timm ORMSBY (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
21	Rep. Lillian ORTIZ-SELF (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
33	Rep. Tina ORWALL (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
10	Rep. Dave PAUL (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	95
21	Rep. Strom PETERSON (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
46	Rep. Gerry POLLET (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	93	99
40	Rep. Alex RAMEL (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
5	Rep. Bill RAMOS (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
36	Rep. Julia REED (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
30	Rep. Kristine REEVES (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	E	✓	100	100
3	Rep. Marcus RICCELLI (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
31	Rep. Eric ROBERTSON (R)	✗	✗	✗	✗	✓	✓	✗	✗	✗	✗	✗	✗	✓	✗	✓	27	37
16	Rep. Skyler RUDE (R)	✗	✗	✗	✓	✓	✗	✗	✓	✗	✓	✗	✗	✓	✗	✓	40	40
42	Rep. Alicia RULE (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	93	91
32	Rep. Cindy RYU (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
15	Rep. Bryan SANDLIN (R)	✗	✗	✗	✓	✗	✗	✗	✓	✗	✗	✗	✗	✓	✗	✓	27	33
37	Rep. Sharon Tomiko SANTOS (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
9	Rep. Joe SCHMICK (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✓	7	14
4	Rep. Suzanne SCHMIDT (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	✓	13	18
41	Rep. Tana SENN (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
10	Rep. Clyde SHAVERS (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	93	94
23	Rep. Tarra SIMMONS (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
48	Rep. Vandana SLATTER (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	99
45	Rep. Larry SPRINGER (D)	✓	✗	✗	✓	✓	✓	✗	✓	✓	✓	✓	✗	✓	✓	✓	73	82
47	Rep. Chris STEARNS (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
12	Rep. Mike STEELE (R)	✗	✗	✗	✗	✗	✓	✗	✓	✗	✗	✗	✗	✓	✗	✓	27	32
31	Rep. Drew STOKESBARY (R)	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✓	✗	✓	20	25
49	Rep. Monica Jurado STONIER (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	98
37	Rep. Chipalo STREET (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
30	Rep. Jamila TAYLOR (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	100
41	Rep. My-Linh THAI (D)	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	93	96
24	Rep. Steve THARINGER (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	E	✓	✓	✓	✓	93	95
42	Rep. Joe TIMMONS (D)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	93	94
6	Rep. Mike VOLZ (R)	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	✗	E	E	E	0	28
48	Rep. Amy WALLEN (D)	✓	✗	✗	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	80	82
19	Rep. Jim WALSH (R)	✗	✗	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✓	13	26
17	Rep. Kevin WATERS (R)	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✓	✗	✓	20	39
2	Rep. J.T. WILCOX (R)	✗	E	✗	✗	✗	✗	✗	✓	✗	✗	✗	✗	✓	✗	✓	29	22
49	Rep. Sharon WYLIE (D)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100	97
13	Rep. Alex YBARRA (R)	✗	✗	✗	✓	✗	✗	✗	✓	✗	✗	✗	✗	✗	✗	✓	20	26

BILL SPONSORSHIPS

Lots of proposed legislation that would have serious benefits or consequences for working families never get votes from the House or Senate. But you can tell who supports the good, bad and ugly bills by checking the list of sponsors. Here are some of those bills from the 2024 session.



▶ **HB 2125—Expanding eligibility for state-mandated benefits for contingent faculty at community and technical colleges.**

SPONSOR: Rep. Lillian Ortiz-Self
CO-SPONSORS: Simmons, Reed, Jacobsen, Fosse, Nance, Reeves, Pollet.



▶ **SB 5895—Expanding collective bargaining rights** to certain student employees at state universities.

SPONSOR: Sen. T'wina Nobles

NOBLES

CO-SPONSORS: Stanford, Conway, Dhingra, Frame, Hasegawa, Hunt, Keiser, Kuderer, Liias, Nguyen, Randall, Saldaña, Trudeau, Valdez



▶ **SB 5872—Requiring human safety operators in autonomous vehicles.**

SPONSOR: Sen. John Lovick
CO-SPONSORS: Dhingra, Hasegawa, Kuderer, Lovelett, Valdez, C. Wilson

LOVICK

▶ **SB 6124/HB 2283—Allowing state employees living in an emergency or disaster area to receive shared leave.**

SPONSORS: Sen. Jeff Holy & Rep. Mike Volz
CO-SPONSORS: Sens. Keiser, Billig, Frame, Hunt, Kuderer, Lovelett, Lovick, Nobles, Saldaña, Shewmake, Stanford, Valdez; and Reps. Rule, Senn, Davis, Ramel, Bronoske, Low, Schmidt, Doglio, Ormsby, Riccelli, Chapman, Timmons

Thank you, sponsors of UI for strikers

HB 1893, allowing striking workers to access unemployment insurance benefits, passed the House 53-44 (see House Voting Records), but did not get a vote in the Senate. Here are the sponsors of HB 1893 and its Senate companion, SB 5777:

HB 1893 SPONSOR: Rep. Beth Doglio
CO-SPONSORS: Reps. Berry, Fosse, Reeves, Farivar, Hackney, Ryu, Ortiz-Self, Orwall, Callan, Macri, Goodman, Senn, Slatter, Riccelli, Tharinger, Bronoske, Ramel, Wylie, Pollet, Cortes, Chopp, Bergquist, Berg, Fey, Donaghy, Reed, Street, Stonier, Kloba, Leavitt, Mena, Simmons, Morgan, Alvarado, Walen, Taylor, Peterson, Ormsby, Stearns, Thai, Bateman, Duerr, Ramos, Rule, Gregerson, Lekanoff, Nance, Santos, Shavers, and Davis.



SB 5777 SPONSOR: Sen. Karen Keiser CO-SPONSORS: Sens. Conway, Lovick, Valdez, Trudeau, Shewmake, Randall, Van De Wege, Dhingra, Stanford, Hasegawa, Nguyen, Hunt, Kauffman, Liias, Frame, Kuderer, Nobles, Pedersen, Salomon, and C. Wilson.



▶ **SB 5809/HB 1897—"Enrichment funding" for charter schools.**

SPONSORS: Sen. Mark Mullet and Rep. Larry Springer
CO-SPONSORS: Sens. Lovick, Cleveland, Salomon, Shewmake, Wilson, L., Braun, Wilson, C., Lovelett, Dozier, Gildon, Padden, Torres; and Reps. Hackney, Rule, Doglio, Walen, Timmons, Reeves, Chapman, Entenman, Senn, Slatter, Fey, Bateman, Duerr, Berg, Riccelli, Simmons, Stearns, Leavitt, Rude, Connors, Ybarra, Corry, Steele, Low, Barnard, Taylor, Schmidt, Barkis, Jacobsen, Sandlin, Harris, Wylie, Griffey

▶ **HB 2087 — Facilitating objections to apprenticeship programs.**

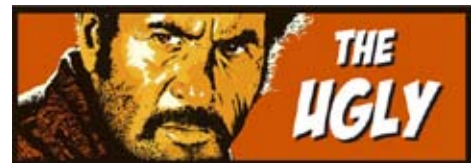
SPONSOR: Rep. Suzanne Schmidt
CO-SPONSORS: Reps. Leavitt, Connors, Christian, Walen, Chambers, Ybarra, Jacobsen, Graham, Tharinger, Schmick, Couture

▶ **HB 2159 — Creating a new shortcut to the certification of journey-level electricians.**

SPONSORS: Rep. Carolyn Eslick
CO-SPONSORS: Reps. Schmidt, Tharinger

▶ **SB 6311 — Raiding pension investment returns to finance transportation projects.**

SPONSOR: Sen. Mark Mullet
CO-SPONSOR: none



▶ **SB 5476—Creating exemptions to overtime pay standards for agricultural workers.**

SPONSOR: Sen. Curtis King
CO-SPONSORS: Sens. Mullet, Torres, Warnick

▶ **SB 6075—Creating sanctions against healthcare providers related to the provision of abortions.**

SPONSOR: Sen. Mike Padden
CO-SPONSORS: Sen. Fortunato



BUILDING ON OUR SUCCESS

See you at COPE Convention, Labor Neighbor events

By *OSTA DAVIS*

The Washington State Labor Council, AFL-CIO will hold its 2024 Committee on Political Education (COPE) Endorsing Convention on Saturday, May 18 at the Machinists District 751 Hall, 9125 15th Pl. South in Seattle. Hundreds of delegates representing WSLC-affiliated unions from across the state will vote on endorsements for congressional, statewide, state legislative, and judicial candidates, plus state ballot measures.

Unlike corporations and business groups, organized labor has an open and democratic process by which candidates and ballot measures earn union support, and rank-and-file members are encouraged to participate. Candidates seeking endorsement participate in a process that includes questionnaires and interviews with local unions and regional Central Labor Councils. Those local union organizations then make recommendations for the state convention to consider and vote upon on May 18th.

During the COPE Convention, selected candidates will address delegates and make a case for why they should receive the WSLC's endorsement.

Then the WSLC will run a robust field program that includes Labor Neighbor, the council's grassroots member-to-member political action program. Visit wslc.org/political-action for more information and to learn about volunteer opportunities to help elect pro-worker candidates!



By *JARED RICHARDSON (WSNA)*

In late March, I had the honor of participating in the Path to Power candidate training, hosted by the Washington State Labor Council, AFL-CIO at the Machinists 751 Hall in Seattle. It is dedicated to equipping current and prospective political candidates with the tools and knowledge necessary to advocate for unions and workers' rights in their roles. The event brought together a diverse array of union-affiliated individuals, including machinists, nurses, teachers, and members of the construction trades.

Throughout the three-day event, 25 aspiring officeholders, running for positions ranging from State Legislature to county and city councils, and school boards, converged to absorb invaluable insights into the realm of political candidacy. WSLC President April Sims and Secretary-Treasurer Cherika Carter explained how Path to Power has played a pivotal role over the past decade in nurturing pro-labor politicians and bolstering representation from marginalized communities, including Black, Indigenous, People of Color, LGBT+ individuals,

and working-class families.

Attendees collaborated with seasoned political professionals to craft compelling stump speeches, master the art of effective fundraising, and adeptly communicate our pro-labor and pro-human rights messages. Practical sessions delved into the intricacies of surveying a political landscape, understanding voter demographics, analyzing past electoral trends, and evaluating the personal and financial commitments entailed in running for office.

Presenters also underscored the transformative impact of labor-focused legislation on the lives of Washingtonians. From implementing safe staffing regulations for nurses to ensuring access to essential feminine hygiene products and lactation spaces for construction workers, the successes of pro-labor initiatives abound.

Washington's status as a union stronghold—from the hospital floor to the chambers of the Senate and House—is undeniable. The ongoing efforts of the WSLC to cultivate a new generation of pro-union leaders will undoubtedly fortify this legacy for years to come.



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View this report at www.wslc.org/legislative-advocacy

