
HOUSE BILL 1592

State of Washington

67th Legislature

2022 Regular Session

By Representatives Leavitt, Vick, Ryu, Corry, Caldier, MacEwen, Graham, Boehnke, Paul, Hoff, Orwall, Barkis, Eslick, Wicks, Bronoske, Callan, Dufault, Gilday, Peterson, Ramos, Rule, Simmons, Slatter, Bergquist, Griffey, Dolan, Donaghy, Riccelli, Ormsby, Chambers, and Young

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1 AN ACT Relating to military spouse employment; amending RCW
2 18.340.020 and 73.04.150; adding new sections to chapter 18.340 RCW;
3 adding a new section to chapter 28A.410 RCW; adding a new section to
4 chapter 43.60A RCW; adding a new section to chapter 38.42 RCW; and
5 creating new sections.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

7 NEW SECTION. **Sec. 1.** This act may be known and cited as the
8 military spouse employment act.

9 NEW SECTION. **Sec. 2.** The legislature finds that the lives of
10 military spouses are dominated by frequent deployments and
11 relocations, and one-third of military families move each year. Many
12 military families depend on two incomes, and military spouses tend to
13 be better educated than the civilian population, with approximately
14 34 to 50 percent working in fields that require a professional
15 license. The length of time to credential after a move is a
16 significant employment barrier, with one study finding 20 percent of
17 military spouses waited at least 10 months for a license after moving
18 to a new state. This wait contributes to higher rates of unemployment
19 or underemployment for military spouses when compared to their
20 civilian counterparts. Given the fiscal and economic constraints of

1 military families and the readiness considerations of the department
2 of defense, the legislature intends to help alleviate the career
3 turmoil military spouses face while serving in our state.

4 NEW SECTION. **Sec. 3.** A new section is added to chapter 18.340
5 RCW to read as follows:

6 The definitions in this section apply throughout this chapter
7 unless the context clearly requires otherwise.

8 (1) "Authority" means any agency, board, commission, or other
9 authority for issuance of a license, certificate, registration, or
10 permit under this title. "Authority" does not include the department
11 of labor and industries.

12 (2) "License" means a license, certificate, registration, or
13 permit to perform professional services.

14 **Sec. 4.** RCW 18.340.020 and 2011 2nd sp.s. c 5 s 2 are each
15 amended to read as follows:

16 ~~((1) For the purposes of this section, "authority" means any
17 board, commission, or other authority for issuance of a license,
18 certificate, registration, or permit under this title.~~

19 ~~(2))~~ To the extent resources are available:

20 ~~((a))~~ (1) Each authority shall establish procedures to expedite
21 the issuance of a license ~~(, certificate, registration, or permit to
22 perform professional services)~~ regulated by each such authority to a
23 person:

24 ~~((i))~~ (a) Who is ~~((certified or))~~ licensed, certified, or
25 registered, or has a permit in another state to perform professional
26 services in that state;

27 ~~((ii))~~ (b) Whose spouse is the subject of a military transfer
28 to Washington; and

29 ~~((iii))~~ (c) Who left employment in the other state to accompany
30 the person's spouse to Washington.

31 ~~((b))~~ (2) The procedure must include a process for issuing the
32 person a license ~~(, certificate, registration, or permit)~~ within 30
33 days of submitting a completed application and all required
34 supporting materials, if, in the opinion of the authority, the
35 requirements for licensure, certification, registration, or obtaining
36 a permit of such other state are substantially equivalent to that
37 required in Washington.

1 ~~((e))~~ (3) Each authority in this title shall develop a method
2 and adopt rules to authorize a person who meets the criteria in
3 ~~((a)(i) through (iii) of this)~~ subsection (1)(a) through (c) of
4 this section to perform services regulated by the authority in
5 Washington by issuing the person a temporary license~~((, certificate,~~
6 ~~registration, or permit))~~ within 30 days of submitting a completed
7 application and all required supporting materials. The license may be
8 issued for a limited period of time to allow the person to perform
9 services regulated by the authority while completing any specific
10 additional requirements in Washington that are not related to
11 training or practice standards of the profession that were not
12 required in the other state in which the person is licensed,
13 certified, or registered, or has a permit. Nothing in this section
14 requires the authority to issue a temporary license~~((, certificate,~~
15 ~~registration, or permit))~~ if the standards of the other state are
16 substantially unequal to Washington standards.

17 ~~((d))~~ (4) An applicant must state in the application that he or
18 she:

19 ~~((i))~~ (a) Has requested verification from the other state or
20 states that the person is currently licensed, certified, registered,
21 or has a permit; and

22 ~~((ii))~~ (b) Is not subject to any pending investigation,
23 charges, or disciplinary action by the regulatory body of the other
24 state or states.

25 ~~((e))~~ (5) If the authority finds reasonable cause to believe
26 that an applicant falsely affirmed or stated either of the
27 requirements under ~~((d)(i) or (ii) of this)~~ subsection (4)(a) or
28 (b) of this section, the authority may summarily suspend the
29 license~~((, certificate, registration, or permit))~~ pending an
30 investigation or further action to discipline or revoke the
31 license~~((, certificate, registration, or permit))~~.

32 NEW SECTION. Sec. 5. A new section is added to chapter 18.340
33 RCW to read as follows:

34 (1) Each authority must identify a contact or coordinator within
35 the authority to assist military spouse applicants and licensees.

36 (2) Each authority must provide training to each board or
37 commission member on the culture of military spouses, the military
38 spouse experience, and issues related to military spouse career
39 paths. Board or commission members appointed on or before October 1,

1 2022, must complete the training by January 1, 2023. Board or
2 commission members appointed after October 1, 2022, must complete the
3 training within 90 days after appointment. The department of veterans
4 affairs shall create an internet-based training that may be used by
5 each authority to satisfy this requirement.

6 (3) Each authority is encouraged to:

7 (a) Appoint a military spouse to serve on its licensing board or
8 commission;

9 (b) Conduct a review of the authority's licensing application
10 process for military spouses and identify barriers to military spouse
11 employment; and

12 (c) Review licensing fees and related expenses and identify
13 possible ways to reduce costs for military spouses.

14 NEW SECTION. **Sec. 6.** A new section is added to chapter 18.340
15 RCW to read as follows:

16 (1) The employment security department, the department of health,
17 the department of licensing, and the department of veterans affairs
18 shall each maintain a military spouse assistance web page containing,
19 at a minimum:

20 (a) Each authority's rules and procedures, including any required
21 fees, related to the licensing of military spouses;

22 (b) Contact information for each authority's military spouse
23 contact or coordinator; and

24 (c) Links to the military spouse assistance web pages of other
25 agencies.

26 (2) A direct link to the agency's military spouse assistance web
27 page must be displayed on the agency's home page.

28 NEW SECTION. **Sec. 7.** A new section is added to chapter 28A.410
29 RCW to read as follows:

30 The agency responsible for educator certification shall, as set
31 forth in chapter 18.340 RCW:

32 (1) Adopt rules for expedited professional certification for
33 military spouses;

34 (2) Identify a contact or coordinator to assist military spouse
35 applicants and licensees;

36 (3) Provide training to each board member on the culture of
37 military spouses, the military spouse experience, and issues related
38 to military spouse career paths; and

1 (4) Maintain a military spouse assistance web page.

2 NEW SECTION. **Sec. 8.** A new section is added to chapter 43.60A
3 RCW to read as follows:

4 (1) The department, the employment security department, and the
5 department of commerce shall consult local chambers of commerce,
6 associate development organizations, and businesses to initiate a
7 demonstration campaign to increase military spouse employment. This
8 campaign may include partnerships with chambers of commerce that
9 result in business owners sharing, with the local chamber of
10 commerce, information on the number of military spouses employed and
11 the local chambers of commerce providing this information to the
12 department.

13 (2) Participants in the campaign are encouraged to work with the
14 Washington state military transition council and county veterans'
15 advisory boards under RCW 73.08.035.

16 (3) Funding for the campaign shall be established from existing
17 resources.

18 (4) For the purposes of this section, "military spouse" means any
19 person married or previously married to a military service member,
20 irrespective of the length of the marriage, during the military
21 service member's service in any branch of the United States armed
22 forces as an active duty service member, reservist, or national guard
23 member.

24 NEW SECTION. **Sec. 9.** A new section is added to chapter 38.42
25 RCW to read as follows:

26 (1) The spouse of a service member may terminate an employment
27 contract without penalty at any time after the service member
28 receives military service orders for a permanent change of station
29 if:

30 (a) The spouse provides written notice, including email, to the
31 employer of the termination under this section; and

32 (b) The spouse provides written proof to the employer of the
33 official orders showing that the service member has received military
34 orders for a permanent change of station.

35 (2) Termination of an employment contract under this section is
36 effective on the day notice is given under subsection (1) of this
37 section or on a date mutually agreed to by the parties to the
38 employment contract.

1 (3) An employer may not impose any penalty for termination of an
2 employment contract under this section.

3 (4) For purposes of this section:

4 (a) "Employment contract" means a contract that establishes the
5 terms of employment or other professional relationship with the
6 spouse of a service member. "Employment contract" does not include an
7 independent contractor agreement.

8 (b) "Penalty" means any fee or cost or liability for breach of
9 contract or any other adverse consequence imposed by the employer.

10 (5) This section applies prospectively only and not
11 retroactively. It applies only to employment contracts entered into
12 on or after the effective date of this section.

13 (6) Nothing in this section shall be construed as altering the
14 terms, conditions, or practices contained in any collective
15 bargaining agreement in effect on the effective date of this section
16 until the expiration date of such agreement.

17 **Sec. 10.** RCW 73.04.150 and 2017 c 184 s 1 are each amended to
18 read as follows:

19 (1) There is hereby created a joint committee on veterans' and
20 military affairs. The committee shall consist of: (a) Eight members
21 of the senate appointed by the president of the senate, four of whom
22 shall be members of the majority party and four of whom shall be
23 members of the minority party; and (b) eight members of the house of
24 representatives appointed by the speaker, four of whom shall be
25 members of the majority party and four of whom shall be members of
26 the minority party. Members of the committee shall be appointed
27 before the close of the 2005 legislative session, and before the
28 close of each regular session during an odd-numbered year thereafter.

29 (2) Each member's term of office shall run from the close of the
30 session in which he or she was appointed until the close of the next
31 regular session held in an odd-numbered year. If a successor is not
32 appointed during a session, the member's term shall continue until
33 the member is reappointed or a successor is appointed. The term of
34 office for a committee member who does not continue as a member of
35 the senate or house of representatives shall cease upon the convening
36 of the next session of the legislature during an odd-numbered year
37 after the member's appointment, or upon the member's resignation,
38 whichever is earlier. Vacancies on the committee shall be filled by
39 appointment in the same manner as described in subsection (1) of this

1 section. All such vacancies shall be filled from the same political
2 party and from the same house as the member whose seat was vacated.

3 (3) The committee shall establish an executive committee of four
4 members, two of whom are members of the senate and two of whom are
5 members of the house of representatives. The executive committee
6 shall appoint one cochair from the two executive committee members
7 who are senators and one cochair from the two executive committee
8 members who are representatives. The two cochairs shall be from
9 different political parties and their terms of office shall run from
10 the close of the session in which they are appointed until the close
11 of the next regular session in an odd-numbered year. The executive
12 committee is responsible for performing all general administrative
13 and personnel duties assigned to it in the rules and procedures
14 adopted by the joint committee, as well as other duties delegated to
15 it by the joint committee.

16 (4) The joint committee on veterans' and military affairs has the
17 following powers and duties:

18 (a) To study veterans' issues, active military forces issues, and
19 national guard and reserve component issues, and make recommendations
20 to the legislature; and

21 (b) To study structure and administration of the department of
22 veterans affairs and the military department, and make
23 recommendations to the legislature.

24 (5) The joint committee shall adopt rules and procedures for its
25 orderly operation. The joint committee may create subcommittees to
26 perform duties under this section.

27 (6) The regulating authorities for the department of licensing
28 ~~((and)), the department of health, and the professional educator~~
29 standards board shall file reports to the legislature ~~((biennially~~
30 ~~and the Washington state military transition council))~~ annually
31 beginning January 1, ~~((2018))~~ 2023, and appear annually before the
32 joint committee on veterans' and military affairs, to provide updates
33 on progress in their efforts to implement the requirements of chapter
34 18.340 RCW, chapter 32, Laws of 2011, ~~((and))~~ chapter 351, Laws of
35 2011 ~~((. By January 1, 2018, the department of labor and industries~~
36 ~~and the professional educator standards board must each submit a~~
37 ~~report to the legislature, including an assessment on how its~~
38 ~~licensing, certification, and apprenticeship programs apply training~~
39 ~~and experience acquired by military members and their spouses outside~~
40 ~~of Washington, and recommendations about whether such programs should~~

1 ~~be included in the reporting schedule within this subsection)~~, and
2 section 6 of this act.

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