
SENATE BILL 5564

State of Washington

67th Legislature

2022 Regular Session

By Senators Keiser, Kuderer, Conway, Hunt, Lovick, Randall, Stanford, and C. Wilson

Prefiled 12/20/21. Read first time 01/10/22. Referred to Committee on Labor, Commerce & Tribal Affairs.

1 AN ACT Relating to protecting the confidentiality of employees
2 using employee assistance programs; and adding a new section to
3 chapter 49.44 RCW.

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

5 NEW SECTION. **Sec. 1.** A new section is added to chapter 49.44
6 RCW to read as follows:

7 (1) It is unlawful for an employer to obtain individually
8 identifiable information regarding an employee's participation in an
9 employee assistance program. Individually identifiable information
10 gathered in the process of conducting an employee assistance program
11 must be kept confidential.

12 (2) An employee's participation or nonparticipation in an
13 employee assistance program must not be a factor in a decision
14 affecting an employee's job security, promotional opportunities,
15 corrective or disciplinary action, or other employment rights.

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