
SUBSTITUTE SENATE BILL 5408

State of Washington

69th Legislature

2025 Regular Session

By Senate Labor & Commerce (originally sponsored by Senator King)

READ FIRST TIME 02/10/25.

1 AN ACT Relating to allowing for corrections to wage and salary
2 disclosures; and amending RCW 49.58.110.

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

4 **Sec. 1.** RCW 49.58.110 and 2022 c 242 s 1 are each amended to
5 read as follows:

6 (1) The employer must disclose in each posting for each job
7 opening the wage scale or salary range, and a general description of
8 all of the benefits and other compensation to be offered to the hired
9 applicant. For the purposes of this section, "posting" means any
10 solicitation intended to recruit job applicants for a specific
11 available position, including recruitment done directly by an
12 employer or indirectly through a third party, and includes any
13 postings done electronically, or with a printed hard copy, that
14 includes qualifications for desired applicants.

15 (2) Upon request of an employee offered an internal transfer to a
16 new position or promotion, the employer must provide the wage scale
17 or salary range for the employee's new position.

18 (3) This section only applies to employers with 15 or more
19 employees.

20 (4) (a) A job applicant or an employee is entitled to the remedies
21 in RCW 49.58.060 and 49.58.070 for violations of this section.

1 subject to (b) of this subsection. Recovery of any wages and interest
2 must be calculated from the first date wages were owed to the
3 employee.

4 (b) Any individual may provide written notice to an employer
5 alleging that the employer's job posting does not comply with
6 subsection (1) of this section. This written notice must be provided
7 prior to a job applicant seeking remedies in RCW 49.58.060 and
8 49.58.070. Once the employer receives notice from any individual as
9 to a particular job posting, this constitutes adequate notice for the
10 duration of that job posting for any job applicant to seek remedies
11 pursuant to RCW 49.58.060 and 49.58.070. If the employer corrects the
12 posting within 14 calendar days of receiving the written notice, and
13 where applicable, contacts the third-party job posting entity with a
14 demand to correct the insufficient job posting, no penalties,
15 damages, or other relief may be assessed to the employer.

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