
SENATE BILL 5408

State of Washington

69th Legislature

2025 Regular Session

By Senator King

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) The department or job applicant must provide written notice
5 to an employer that the employer's posting does not comply with
6 subsection (1) of this section. If the employer corrects their
7 posting within 10 business days of the written notice, no penalties,
8 damages, or other relief may be assessed to the employer.

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