



2025 Session Wrap-Up

Bills that passed the Legislature and affect the Department of Labor & Industries

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Budget Overview

2025-27 Biennial Operating Budget Requests	
Requests	Appropriations
Workers' Compensation System Modernization	\$17,904,000
Prevailing Wage Program	\$1,406,000
Contractors-Consumer Protection	\$1,495,000
Fire-Resistant Material Applicators	\$883,000
Equity for Underserved Workers	\$1,768,000
Light Duty Complaints Office	\$400,000
Employment Standards Workload	\$4,091,000
Claim Management Resources	\$3,678,000
Adult Entertainment Adjustment	\$677,000
Const. Sanitary Conditions Adjustment	\$38,000
Everett Field Office Move	\$240,000
Federal Funding Adjustments	\$2,284,000
Postage Rate Adjustments	\$608,000
Lease Rate Adjustment	\$296,000
Equipment, Maintenance and Software	\$3,228,000
Crime Victims Compensation Benefits	\$9,621,000
Crime Victims Witnesses Adjustment	\$114,000
Const. Crane Safety Adjustment	\$346,000
Worker Wage Recovery Adjustment	(\$15,000)
Human Trafficking and Sexual Abuse	\$115,000
SUBTOTAL	\$49,177,000
Grants	
Behavioral Health Apprenticeship	\$3,000,000
Behavioral Health Pre-apprenticeship	\$1,000,000
SUBTOTAL	\$4,000,000
Bills Funded in the Budget	
SSB 5101 - Worker Leave/Hate Crimes	\$150,000
SSB 5104 - Immigration Status Coercion	\$749,000
SSB 5408 - Wage and Salary Disclosures	\$5,000
SSB 5501 - Employee Driving Requirement	\$962,000
E2SSB 5217 - Pregnancy Accommodations	\$1,426,000
2SHB 1524 - Isolated Employees	\$796,000
ESHB 1533 - Specialty Electricians	\$356,000
E2SHB 1549 - Responsible Bidder Criteria	\$1,251,000
ESHB 1644 - Working Minors	\$1,211,000

ESHB 1875 - SL Immigration	\$315,000
SHB 1879 - Hospital Worker Breaks	\$100,000
SB 5463 - Industrial Insurance/Duties	\$1,213,000
2SHB 1788 - Workers' Compensation	\$509,000
SUBTOTAL	\$9,043,000
Items Added not in a Bill	
Farm Worker Peer Training	\$100,000
Underground Economy	\$350,000
Language Access Providers Agreement	\$4,000
Fund Swap - Apprenticeship Program	\$0
SUBTOTAL	\$454,000
Reductions	
Domestic Violence Underspend	(\$4,000,000)
Govt. Efficiency - Goods and Services	(\$5,743,000)
Govt. Efficiency – Misc.	(\$600,000)
Aerospace Grant Reductions	(\$600,000)
SUBTOTAL	(\$10,943,000)
Compensation and Central Service Model Adjustments	
Compensation	\$34,649,000
Central Service Model	\$7,825,000
SUBTOTAL	\$42,474,000
TOTAL NEW APPROPRIATIONS	\$94,205,000

2025-27 Biennial Capital Budget Requests	
Governor's Requests for L&I	
Requests	Appropriations
Emergency Generator and Building Switchgear Upgrades	\$1,792,000
Transmission Electron Microscope Workspace Construction	\$1,500,000
Minor Works Preservation Projects	\$1,345,000
Minor Works Preservation Projects – Re-appropriation	\$4,180,000
Modernize Lab and Training Facility – Re-appropriation	\$1,458,000
Air Handler Retrofit and Cooling Tower Replacement – Re-appropriation	\$90,000
Interior Lighting and Controls Upgrade – Re-appropriation	\$1,925,000
Solar Panel Installation - Lab & Training Facility – Re-appropriation	\$1,637,000
TOTAL NEW APPROPRIATIONS	\$13,927,000

2025-27 Biennial Capital Budget Requests	
Fund Balance Adjustments (Does not impact appropriations)	Appropriations
Electrical License Account	(\$6,000,000)

Pressure Systems Safety Account	(\$260,000)
Public Works Administration Account	(\$1,800,000)
Construction Registration Inspection Account	(\$2,000,000)
TOTAL FUND BALANCE ADJUSTMENTS	(\$10,060,000)

Agency-request legislation

The Department of Labor & Industries (L&I) requested two proposals in the 2025 legislative session. These proposals were enacted into law.

- **SB 5209 (Lovick) - Explicitly listing the department of labor and industries in the definition of limited authority Washington law enforcement agency while not granting new authority.**

The new law explicitly lists L&I in the definition of “limited authority Washington law enforcement agency” in the Mutual Aid Peace Officers Powers Act rather than relying on a close read of that law and authority granted in Title 51. There is no change to the authority granted the department, which was first recognized in 1984 and expanded to include access to criminal records data in 2008, to pursue investigations related to workers’ comp fraud by workers, employers, and medical providers.

It addresses the situation where investigative staff are often denied access to needed tools and information because law enforcement agencies rely solely on the list of agencies identified in RCW 10.93.020 instead of reading the language as inclusive of the department. By adding L&I to this list, such delays and denials to these tools are eliminated. L&I staff currently rely on this authority for activities that include obtaining and serving search warrants, issuing subpoenas, conducting criminal investigations, and referring cases for prosecution. Examples of the types of investigations they conduct include:

- employers failing to secure industrial insurance for their employees or misreporting hours;
- workers working while collecting workers’ compensation benefits or using other fraudulent methods to obtain workers’ comp benefits; and
- fraudulent billing schemes or practices by medical providers.

- **HB 1275 (Scott) - Establishing department authority to ensure payment is received from the self-insured employer after a self-insured group or municipal employer has their self-insurer certification withdrawn.**

This bill gives L&I explicit authority to administer claims of self-insured municipal employers that are decertified for violations of the duty of good faith and fair dealing, including billing for claim costs and guaranteeing payment of outstanding future claim reserves. L&I is directed to adopt rules to determine the best methods for administration.

In 2023, the Legislature passed SHB 1521, which directed L&I to adopt a “good faith and fair dealing” standard for all aspects of self-insured workers’ compensation claims. A self-insured employer manages workers’ compensation injury claims filed by their employees and communicates directly to injured workers with department oversight. There are approximately 360 self-insured employers or groups in Washington, of which about 70 are municipal groups or individual employers.

Under the law that took effect July 1, 2024, municipal employers must lose certification as a self-insured entity for violating this new standard three times in a three-year period. Decertification results in the employer being compelled to join the state fund, but they would remain liable for costs associated with prior self-insured claims.

ASD-related bills that passed the Legislature:

2025 Session		
Bill Number	Bill Title	Description
SHB 1543	Increasing compliance pathways for the clean buildings performance standard.	This bill allows the Department of Commerce to develop and authorize alternative metric targets for Tier 1 building compliance with the State Energy Performance Standard (the Standard) and to provide extensions and additional exemptions. It also extends the requirement that certain gas and electric utilities provide energy consumption data to large commercial buildings under the Standard.
Executive Sponsor		Rulemaking required
Maribeth Sapinoso		No
		Workgroup or Report required
		No
Bill Number	Bill Title	Description
ESHB 1562	Increasing the availability of baby diaper changing stations.	This bill requires that changing stations are available in at least one men's and women's restroom in each public facility. Changing stations can also be made available in a gender-neutral restroom.
Executive Sponsor		Rulemaking required
Maribeth Sapinoso		No
		Workgroup or Report required
		No
Bill Number	Bill Title	Description
HB 1934	Concerning the disclosure of information pertaining to complainants, accusers, and witnesses in an employment investigation.	This bill helps to better protect the identity of complainants, witnesses or other accusers in agency investigations by reenacting and amending RCW 42.56.250.
Executive Sponsor		Rulemaking required
Maribeth Sapinoso		No
		Workgroup or Report required
		No
Bill Number	Bill Title	Description
SB 5102	Establishing a public records exemption for the proprietary information of public risk pools.	This bill establishes a public records exemption for the proprietary information of public risk pools.
Executive Sponsor		Rulemaking required
Maribeth Sapinoso		No
		Workgroup or Report required
		No
Bill Number	Bill Title	Description
ESSB 5459	Concerning call center retention.	This bill aids call-center retention by adding a new chapter to Title 50 RCW (Unemployment Compensation) and prescribing penalties.
Executive Sponsor		Rulemaking required
Maribeth Sapinoso		No
		Workgroup or Report required
		No

DOSH-related bills that passed the Legislature:

2025 Session		
Bill Number	Bill Title	Description
2SHB 1162	Concerning workplace violence in health care settings.	This bill requires employers in health care settings to investigate workplace violence incidents and use the results of those investigations to inform and adjust their workplace violence prevention plans. It also requires employers to establish a basic, proactive program to address workplace violence and abusive conduct in health care facilities.
Executive Sponsor		Rulemaking required
Steve Reinmuth		No
Bill Number	Bill Title	Description
E2SHB 1232	Concerning private detention facilities.	This bill amends RCW 70.395.020, 70.395.040, 70.395.050, 70.395.060, and 70.395.100, and adds new sections to chapter 70.395 RCW, creating a new section and declaring an emergency.
Executive Sponsor		Rulemaking required
Steve Reinmuth		No
Bill Number	Bill Title	Description
SHB 1294	Extending the Pesticide Application Safety Committee.	This bill extends the committee to July 1, 2035, and removes the requirement that an advisory work group must meet remotely. If funding is not provided by June 30, 2025, the act is null and void.
Executive Sponsor		Rulemaking required
Steve Reinmuth		No
Bill Number	Bill Title	Description
E2SSB 5175	Concerning the Photovoltaic Module Stewardship and Takeback Program.	This bill amends RCW 70A.510.010, which governs the Photovoltaic Module Stewardship and Takeback Program. It creates a mandatory stewardship program for manufacturers to ensure proper takeback and recycling of photovoltaic (PV) modules. The bill also establishes an advisory committee, requires manufacturers to develop stewardship plans, and creates penalties for noncompliance. An emergency clause ensures immediate implementation.
Executive Sponsor		Rulemaking required
Steve Reinmuth		No

FIN MGT-related bills that passed the Legislature:

2025 Session		
Bill Number	Bill Title	Description

SSB 5316	Modifying provisions of the Revised Uniform Unclaimed Property Act.	This bill updates the provisions regarding unclaimed property and the abandonment period for prearranged funeral service contracts.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Randi Warick	No	No

FPLS-related bills that passed the Legislature:

2025 Session		
Bill Number	Bill Title	Description
HB 1054	Concerning county ferry maintenance and repair contracts.	This bill allows Washington counties to procure public works with a unit priced contract for an initial term of one year or less. It also allows an exception to the one-year rule for the maintenance or repair of a county ferry district vessel operated under chapter 36.54 RCW. Counties will have the option to enter into a unit priced contract to a term of up to 10 years.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	No	No
Bill Number	Bill Title	Description
SHB 1121	Concerning restrictions on the working conditions and hours of sixteen- and seventeen-year-olds.	This bill places limits on L&I's hours of work rules for 16- and 17-year-old minors and requires L&I to allow minors enrolled in certain educational programs to work the same hours during the school year as during school vacations.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
EHB 1173	Concerning wages for journeypersons in high-hazard facilities.	This bill amends RCW 49.80 by providing direction for determining wage requirements owed to skilled and trained workers in high-hazard facilities. The bill adds a definition for applicable occupation and amends definitions for prevailing wage, registered apprentice, and skilled journeyperson. It also adds wage and occupation notifications for apprentices.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
SHB 1308	Concerning access to personnel records.	This bill defines what records the employer must keep in the employee's personnel file, if the employer creates the records. It adds a private right of action enforcement mechanism to the personnel file statutes in RCW 49.12. The bill also outlines the steps an employee or former employee must take before filing suit and establishes statutory damages.

Executive Sponsor		Rulemaking required	Workgroup or Report required
Celeste Monahan		No	No
Bill Number	Bill Title	Description	
ESHB 1332	Concerning transportation network companies.	<p>This bill clarifies that Transportation Network Companies (TNCs) must provide drivers with their aggregated data. The bill stipulates the format in which TNCs must provide the data to drivers and establishes product class eligibility enforced by the Department of Licensing (DOL).</p> <p>L&I already enforces the aggregate data statutory requirement. The bill clarifies and adds more specificity to L&I's existing interpretations.</p>	
Executive Sponsor		Rulemaking required	Workgroup or Report required
Celeste Monahan		Yes	No
Bill Number	Bill Title	Description	
ESHB 1414	Improving access to career opportunities for students.	<p>This bill adds members and responsibilities to the Statewide Career and Technical Education Task Force established in 2024. Added participants to the existing taskforce include a representative from L&I.</p> <p>The bill adds that the taskforce will develop recommendations for improving work-integrated learning opportunities, CTE programs, and core-plus programs. The taskforce will also provide recommendations for changes to laws, rules, policies necessary to improving 16- and 17-year-old students' access to industry professionals and hands-on learning opportunities while ensuring the safety of minors.</p>	
Executive Sponsor		Rulemaking required	Workgroup or Report required
Celeste Monahan		No	Yes
Bill Number	Bill Title	Description	
2SHB 1524	Concerning workplace standards and requirements applicable to employers of isolated employees.	<p>This bill requires certain property service contractors and employers of isolated workers to provide annual training, including topics about sexual harassment, sexual discrimination, and whistleblower protections for isolated workers. It requires employers to maintain records of the purchase and utilization of panic buttons, which must be provided to L&I upon request. It also clarifies that the existing reporting requirements must be on an annual basis.</p> <p>This bill also sets penalty amounts for employers found in violation and directs L&I to investigate the existing and new requirements of the statute.</p>	
Executive Sponsor		Rulemaking required	Workgroup or Report required
Celeste Monahan		Yes	No
Bill Number	Bill Title	Description	
ESHB 1533	Allowing a specialty electrician to continue working under a valid	This bill allows single-employer (01) electrician apprenticeship programs to employ apprentices in their specialty without changing the apprentices' status in the (01) program with some restrictions.	

	specialty certificate of competency while enrolled in a journey-level apprenticeship program.	
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
E2SHB 1549	Modifying the responsible bidder criteria for public works projects.	This bill changes some of the training and Apprentice Utilization Requirements (AURs) that a bidder must satisfy before bidding on a public works contract.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	No	No
Bill Number	Bill Title	Description
ESHB 1644	Concerning the safety and health of working minors.	This bill amends chapter 49.12 RCW (Industrial Welfare) and chapter 49.30 RCW (Agricultural Labor) to update civil penalty amounts for child labor violations and adds citation enforcement for agricultural child labor rules. The bill also requires L&I to revoke minor work permits if an employer has certain child labor or safety and health violations, and adds permit revocation to responsible bidder criteria for public works projects. The bill also requires L&I to conduct safety and health and child labor reviews before issuing a variance allowing minors to work in prohibited duties.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	Yes
Bill Number	Bill Title	Description
ESHB 1651	Concerning teacher residency and apprenticeship programs.	This bill has two components related to teacher preparation programs. It establishes a teacher preparation residency program. The Professional Educators Standards Board (PESB) would approve program requirements. It also establishes requirements for teacher apprenticeship programs under both RCW 28A.410 (OSPI/Teacher Certification) and RCW 49.04 (L&I/Apprenticeship). The PESB and the Washington State Apprenticeship and Training Council (WSATC) must both approve a teacher apprenticeship program.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	No	No
Bill Number	Bill Title	Description
HB 1722	Reviewing state restrictions affecting students participating in secondary career and technical education	This bill directs several state agencies to change their rules or policies preventing 16- and 17-year-olds from working in a profession after completing training, certification, or licensure.

	programs and other state-approved career pathways.	
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
ESHB 1875	Allowing the use of paid sick leave to prepare for or participate in certain immigration proceedings.	This bill allow employees the use of paid sick leave to prepare for or participate in certain immigration proceedings.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
SHB 1879	Concerning meal and rest breaks for hospital workers.	This bill amends RCW 49.12.480 (Meal and rest breaks for health care facility employees) by allowing employees to combine one or more meal or rest periods together.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	No	No
Bill Number	Bill Title	Description
SSB 5101	Expanding access to leave and safety accommodations to include workers who are victims of hate crimes or bias incidents.	The bill expands domestic leave protections under RCW 49.76 (Domestic Violence Leave) to include workers who are victims of hate crimes.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
SSB 5104	Protecting employees from coercion in the workplace based on immigration status.	This bill provides relief options for employees in the workplace facing coercion based on immigration status. This bill also sets penalty amounts for employers found in violation and directs L&I to investigate such complaints of coercion.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
E2SSB 5217	Expanding pregnancy-related accommodations.	This bill expands pregnancy-related accommodations. It amends RCW 2.36.100 (Juries), repeals RCW 43.10.005 (Attorney General), and creates a new chapter in Title 49 RCW (Labor Relations) to give Labor & Industries enforcement authority and the capacity to prescribe penalties and provide an effective date.
Executive Sponsor	Rulemaking required	Workgroup or Report required

Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
E2SSB 5284	Improving Washington's solid waste management outcomes.	This bill creates new requirements and regulations for the packaging and paper products supply chain. Owners of certain recycling plants must pay Minimum Industry Standard Compensation to employees. Total wages and benefits must be no less than the highest collectively bargained rate for the occupation and county. L&I would enforce this wage payment requirement under RCW 49.48 (Wage Payment Act).
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
SSB 5408	Allowing for corrections to wage and salary disclosures.	This bill provides an employer a five-day period to correct job postings until July 27, 2027. The bill also establishes separate administrative enforcement and civil action provisions for the wage and salary disclosure requirements and allows L&I to adopt rules for purposes of implementing and enforcing the disclosure requirements.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No
Bill Number	Bill Title	Description
SSB 5501	Concerning employer requirements for driving.	This bill creates a new complaint type under the Equal Pay and Opportunities Act (EPOA). The bill prohibits employers from requiring a driver's license as a condition of employment unless driving is an essential component of the job; provides L&I with enforcement language; and updates L&I's rulemaking authority to cover all of EPOA.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Celeste Monahan	Yes	No

FSPS-related bills that passed the Legislature:

2025 Session		
Bill Number	Bill Title	Description
SSB 5265	Expanding minimum requirements for electrical inspectors to include certain out-of-state experience.	This bill creates an allowance for out-of-state electricians to qualify to become electrical inspectors without being L&I certified journey-level electricians for four years on the condition that they have held a journey-level electrician license or certificate obtained in another state for four years and that state has a reciprocal licensing agreement with the L&I for journey-level electricians.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Brian Hornback	No	No

Bill Number	Bill Title	Description
SSB 5528	Concerning the installation of transportation electrification infrastructure.	This bill requires electricians to have a third-party certification to perform work that L&I already certifies them to perform.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Brian Hornback	Yes	No

GAPD-related bills that passed the Legislature:

2025 Session		
Bill Number	Bill Title	Description
SB 5077	Concerning expansion of voter registration services by government agencies.	This bill amends various statutes to require the Governor to determine whether agencies that provide certain public services and collect specified information outlined in RCW 29A.08.365 may implement automatic voter registration or automatic voter registration information updates.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Maggie Leland	No	No

INS SVCS-related bills that passed the Legislature:

2025 Session		
Bill Number	Bill Title	Description
SHB 1281	Making technical corrections and removing obsolete language from the Revised Code of Washington pursuant to RCW 1.08.025.	This bill makes technical corrections and removes obsolete language from the Revised Code of Washington. Several RCWs are involved. Included in the affected RCWs are Titles 51 Industrial Insurance and Title 7 Special Proceedings and Actions (which includes Crime Victims). For Industrial Insurance RCWs, the term "psychiatric" is replaced with "behavioral health." For Industrial Insurance and Crime Victims RCWs, the term "advanced registered nurse practitioner" is replaced with "advanced practice registered nurse."
Executive Sponsor	Rulemaking required	Workgroup or Report required
Kirsta Glenn	Yes	No
Bill Number	Bill Title	Description
E2SHB 1432	Improving access to appropriate mental health and substance use disorder services.	This bill updates Washington's mental health parity law and ensures coverage of medically necessary care. The intent of the bill is to improve access to mental health and substance use disorder services.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Kirsta Glenn	No	No

Bill Number	Bill Title	Description
2SHB 1788	Concerning workers' compensation benefits.	<p>This bill changes how disability benefits (time loss and pension) are calculated. The changes will increase the benefits paid for some injured workers. The changes are as follows:</p> <ul style="list-style-type: none"> The first child of an unmarried worker would add 5% of the worker's gross wages to their benefit compensation rate. An unmarried worker would be able to include a sixth child to reach 75% of their gross monthly wages. A worker with benefit entitlement at the statutory minimum will receive an additional \$10 if they have a sixth child. <p>The guardian of a noncustodial dependent child will be paid 2% of the workers gross wages.</p>
Executive Sponsor		Rulemaking required
Kirsta Glenn		No
Executive Sponsor		Workgroup or Report required
Kirsta Glenn		No
Bill Number	Bill Title	Description
SHB 1821	Expanding the definition of "interested party" for the purposes of prevailing wage laws.	This bill is expanding the definition of interested party found in RCW 39.12.010 (Definitions), and adding a requirement to RCW 39.12.120 (Payroll Records) for L&I to provide an employer's certified payroll records upon request by an interested party.
Executive Sponsor		Rulemaking required
Kirsta Glenn		No
Executive Sponsor		Workgroup or Report required
Kirsta Glenn		No
Bill Number	Bill Title	Description
SB 5463	Concerning the duties of industrial insurance self-insured employers and third-party administrators.	This bill expands the duty of good faith and fair dealing from municipal and private-sector firefighter employers and their third-party administrators to all self-insured employers and third-party administrators. It gives L&I discretion to decertify after corrective action and establishes a threshold for mandatory decertification for subsequent violations of GFFD.
Executive Sponsor		Rulemaking required
Kirsta Glenn		No
Executive Sponsor		Workgroup or Report required
Kirsta Glenn		No

Office of Human Resources-related bills that passed the Legislature:

2025 Session		
Bill Number	Bill Title	Description
SSB 5106	Celebrating Eid al-Fitr and Eid al-Adha.	This bill makes Eid al-Fitr and Eid al-Adha recognized as holidays but not legal paid holidays.
Executive Sponsor		Rulemaking required
Heather Normoyle		No
Executive Sponsor		Workgroup or Report required
Heather Normoyle		No

Bill Number	Bill Title	Description
SSB 5503	Concerning public employee collective bargaining processes.	This bill pertains to the public employee collective bargaining process, amending RCWs 41.56, 41.58, 49.36, and affects the non-state employee contracts.
Executive Sponsor	Rulemaking required	Workgroup or Report required
Heather Normoyle	No	No

L&I reports/studies due to the Legislature/Governor

Next Report Due	Frequency	Report Description	Statute	Submitted to	Division	Assigned Staff
06/30/25	One time	Report on Light Duty Resolution Processes	Budget proviso ESSB 5950 Sec. 220 (49) (2024)	Appropriate legislative committees	Insurance Services	Brenda Heilman
06/30/25	One time	PTSD-Related Workers' Comp Policies and Claims	Budget Proviso ESSB 5950 Sec. 220 (44) (2024)	Governor and appropriate legislative committees	Insurance Services	Kim Wallace
06/30/25	One time	Public Works Study	Budget Proviso ESSB 5950 Sec. 220 (48) (2024)	Appropriate legislative committees	Fraud Prevention & Labor Standards *L&I is contracting with MRSC to complete report.	Karissa Bringhurst
8/30/25	Annually	SHARP Immediate Hospitalization Report	Budget proviso ESSB 5167 Sec. 219 (2) (2025)	Governor and appropriate legislative committees	Safety & Health Assessment & Research for Prevention	Christina Rappin & Dave Bonauto
10/1/25	Annually until all special certificates have expired	Sub-Minimum Wage Report	ESSB 5284 (2021)	Appropriate legislative committees	Fraud Prevention & Labor Standards (Employment Standards)	Karissa Bringhurst
10/1/25	Annually	Apprenticeship Utilization Rate for Aerospace	ESB 6690 Sec. 4 (4) (2020)	Department of Revenue and appropriate legislative committees	Fraud Prevention & Labor Standards	Karissa Bringhurst
10/1/25	Each fiscal biennium	Chronic Opioids	Budget Proviso ESSB 5167	Governor and appropriate legislative committees	Insurance Services	Jaymie Mai

			Sec. 219 (5) (2025)			
11/1/25	Annually	Physical Abuse Exams for Child Victims of Assault	SSB 5814 (2022)	Governor and appropriate legislative committees	Administrative Services (Crime Victims Compensation Program)	Maty Brimmer
11/30/25	Annually	Ergonomics	ESSB 5217 (2023)	Appropriate legislative committees	Division of Occupational Safety & Health and Government Affairs & Policy	Cari Anderson and Maggie Leland
** Report within 90 days of department filling a CR-101	Annually	Why industry or risk classifications was selected for regulation	ESSB 5217 (2023)	Appropriate legislative committees	Division of Occupational Safety & Health and Government Affairs & Policy	Cari Anderson and Maggie Leland
12/1/25	Annually	Underground Economy Benchmark Report	RCW 18.27.800	House Labor, Senate Commerce & Labor	Field Services & Public Safety	Steve Reinmuth
12/1/25	Annually	Workplace Rights Investigations Report ESHB 1644 will require new content for report in 2026 onward. New content will include: <ul style="list-style-type: none"> • The number and type of citations and penalties issued and imposed under this section; • The number of an reasons for revocations of minor work permits; • The number and nature of 	RCW 49.12.180	Governor	Fraud Prevention & Labor Standards	Karissa Bringhurst

		workplace injuries involving minors reviewed by the department, including whether those injuries resulted in citations of permit revocations under this section.				
12/1/25	Annually until tools are fully developed and deployed	SHARP Janitorial Study	Budget proviso ESSB 5167 Sec. 219 (28) (2025)	Governor and legislature	Safety & Health Assessment & Research for Prevention	Naomi Anderson & Dave Bonauto
12/1/25	Annually through 2034, beginning 2024	Homeowner Recovery Program Report	2SHB 1534 (2023)	Appropriate legislative committees	Field Services & Public Safety	Melissa McBride
12/1/25	Annually *No report is required as we did not receive grants.	Grants for Pre-Apprenticeship.	RCW 49.04.190(3) *If there is no grant money, no report required.	Governor, Senate Commerce & Labor; House Labor, & Senate Early Learning & K-12 & House Ed	Fraud Prevention & Labor Standards	Karissa Bringhurst
12/1/25	One time	Worker Wage Recovery Workgroup	SHB 2097 (2024)	Appropriate legislative committees	GAPD	Caitlin Gates
12/1/25	One time	Apprenticeship Utilization Expansion	ESHB 1050 (2023)	Office of Financial Management, and specific legislative committees	Fraud Prevention & Labor Standards	Karissa Bringhurst
12/15/25	Annually	WSATC Registered Apprenticeship Application Report	E2SSB 5600 Sec. 4 (2022)	Appropriate legislative committees	Fraud Prevention & Labor Standards (Apprenticeship council)	Karissa Bringhurst

12/31/25	One time	Underground Economy Study	Budget Proviso ESSB 5167 Sec. 219 (917) (2025)	Legislature	GAPD	Caitlin Gates and Andre Unicum
1/1/26	Annually No date specified, but in January prior to session	Annual Worker's Compensation Fraud Report	RCW 43.22.331	Senate Commerce & Labor, Senate Ways & Means, House Labor &, House Appropriations	Field Services & Public Safety	Steve Reinmuth
1/31/26	Annually	Disability Employment	RCW 43.41.275	HR director, with cc to the director of the DSHS's division of Vocational Rehabilitation and the Governor's Disability Employment Task Force	Office of Human Resources	Heather Normoyle
06/30/26	Annual	Apprenticeship Retention Study Continuation of study from Chapter 156 Laws of 2022 (ESSB 5600)	Budget Proviso ESSB 5167 Sec. 219 (7) (2025)	Governor and appropriate legislative committees	Fraud Prevention & Labor Standards	Karissa Bringhurst
12/1/26	One time	Apprentice Retention Study	E2SSB 5600 Sec. 9 (2022)	Appropriate legislative committees	Fraud Prevention & Labor Standards (WSATC)	Karissa Bringhurst
12/1/26	One time	WISHA Violation Timeline for Residential Construction	SSB 5980 (2024)	Appropriate legislative committees	Division of Occupational Safety & Health	Craig Blackwood
06/30/27	One time	Establishing Regional Apprenticeship Programs	2SHB 1013 (2023)	Governor, State Board of Education, WSAC, WTECB, appropriate legislative committees	Fraud Prevention and Labor Standards to monitor	Office of Superintendent of Public Instruction

11/30/27	Before December 1 each year the work group convenes. (2027 and every 3 years thereafter)	Evaluating the effects that trainee ratio changes have had on the industry, including public safety and industry response to public demand for plumbing services.	ESB 5997 (2024)	Standing labor committees of the legislature	Field Services & Public Safety	Alicia Curry *Report completed by workgroup
07/01/29	One time	Transportation Network Companies-Driver Death Benefits	SHB 2382 (2024)	Legislature	Insurance Services	Cindy Gaddis
12/1/35	Annually after 12/1/35	Report on whether there is a significant waitlist of eligible applicants or insufficient funds in the homeowner recovery account to sustain the homeowner recovery program.	2SHB 1534 (2023)	Appropriate legislative committees	Field Services & Public Safety	Melissa McBride

Reports/data for review only

Next Report Due	Frequency	Report Description	Statute	Submitted to	Division	Assigned Staff
Quarterly	Quarterly – Ongoing	Results WA	RCW 43.17.385 (5)	Governor	Financial Management	Office of Strategy & Performance – submitted through online system (Jessica Nau)
Quarterly	Quarterly	WCSM	Budget proviso ESSB 5167 Sec. 219 (1) (2025)	Appropriate legislative committees	WCSM Project	Sherrie Young

Date established by GOIA, usually summer	Annually, no date specified	Annual report on activities involving Indian tribes for the Centennial Accord	RCW 43.376.020	Governor	Financial Management	Uriel Iniguez
07/1/25	Annually	Specific metrics identified in bill to be reported re: public record requests.	RCW 40.14.026	Joint Legislative Audit & Review Committee	Financial Management	Jessica Ward
11/2/25	Due Nov 2 to ORIA for January 31 of each even-numbered year	Significant Legislative Rules Report	RCW 34.05.328 (6)	Due to ORIA for legislative submittal	Government Affairs & Policy	Executive Policy
1/31/26	Annually	Requires state agencies with 100+ employees to file an annual report to OFM regarding information on the number of persons with disabilities employed.	RCW 43.41.275	HR director, with cc to the director of the DSHS's division of vocational rehabilitation and the Governor's disability employment task force	Office of Human Resources	Heather Normoyle

Pursuant to [RCW 43.01.036](#), all reports shall be submitted electronically to the chief clerk of the House of Representatives and the secretary of the Senate.