



PREPROPOSAL STATEMENT OF INQUIRY

CR-101 (October 2017) (Implements RCW 34.05.310)

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DATE: August 06, 2024

TIME: 2:30 PM

WSR 24-16-133

Agency: Department of Labor and Industries (L&I)

Subject of possible rule making: Washington Equal Pay and Opportunities Act. New chapter under Title 296 WAC, Department of Labor and Industries.

Statutes authorizing the agency to adopt rules on this subject: Washington Equal Pay and Opportunities Act, RCW 49.58.090.

Reasons why rules on this subject may be needed and what they might accomplish: The Washington State Legislature passed Substitute House Bill 1905 (SHB 1905), Chapter 353, Laws of 2024. The bill significantly expands the existing worker protections against pay and promotion discrimination based on gender under Washington Equal Pay and Opportunities Act (EPOA) under chapter 49.58 RCW by broadening its protections to include 14 protected classes.

L&I has enforcement authority for EPOA, and existing statute language provides L&I with rulemaking authority.

L&I will engage in rulemaking to implement and enforce new EPOA requirements as well as clarify existing requirements.

SHB 1905 goes into effect on July 1, 2025.

Identify other federal and state agencies that regulate this subject and the process coordinating the rule with these agencies: Washington State Human Rights Commission, U.S. Equal Employment Opportunity Commission.

Process for developing new rule (check all that apply):

- Negotiated rule making
- Pilot rule making
- Agency study

Other (describe) Parties interested in the formulation of these rules for proposal may contact the individual listed below. The public may also participate by commenting after the rules are proposed by providing written comments or giving oral testimony during the public hearing and comment process.

Interested parties can participate in the decision to adopt the new rule and formulation of the proposed rule before publication by contacting:

Name: Reed Simock
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Other:

(If necessary)

Name:

Address:

Phone:

Fax:


TTY:

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Web site:

Other:

Additional comments: For more information on L&I rulemaking, visit the Rulemaking Activity web page at <https://www.lni.wa.gov/rulemaking-activity/>

Date: August 6, 2024	Signature: 
Name: Joel Sacks	
Title: Director	