

2026

WASHINGTON STATE ATTORNEY GENERAL LABOR DAY REPORT





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LETTER FROM ATTORNEY GENERAL NICK BROWN

Dear Washingtonians,

Labor Day celebrates the contributions of workers and organized labor to a fair and thriving economy and community. This is a day for my office to reflect on and recommit to our work to protect fairness in the workplace and marketplace.

With that in mind, I'm happy to present the Washington State Attorney General's 8th Annual Labor Day Report. This report highlights the diligent public service of our staff and the victories they've secured for Washingtonians. It also identifies opportunities to further ensure fair competition and the well-being and dignity of workers and their families.

This year has marked important milestones for our office—from the Legislature's passage of our agency-requested Immigrant Worker Protection Act to the creation of a new Worker Rights Unit within the Attorney General's Office. These efforts will help protect workers and help ensure they receive their rightfully earned wages. But there is still work to be done.

Too many Washingtonians are unaware of or afraid to exercise their existing workplace rights. Heightened fears of retaliation due to immigration enforcement and a challenging national labor market exacerbate these realities.

And too many Washingtonians struggle with rising costs. New challenges, such as surveillance wages and surveillance pricing, add to workers' concerns about the future.

My office will continue to stand for economic fairness, opportunity, and accountability. Thank you for your interest in this work. Collaboration with partners from labor, business, and community will remain vital to delivering on our mission.

Sincerely,

Nick Brown
Washington State Attorney General





WELCOME TO THE AGO'S WORKER RIGHTS UNIT (WRK)

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Since the beginning of his tenure, AG Brown promised to launch a dedicated strategic labor enforcement unit within the AGO. In November of 2025, Attorney General Brown announced the launch of the Worker Rights Unit within his office.

The goal of the Worker Rights Unit is to support the working people of our state, as they face increasing challenges to keep quality jobs and an affordability crisis. National studies show that employers steal as much as \$50 billion a year from workers. This unit will fight to even the playing field for Washington workers and hold corporations accountable that exploit their workers.

Marsha Chien, a former legal aid and civil rights attorney, leads the Worker Rights Unit. Since its launch, AG Brown has been committed to expanding the unit's resources, bringing on two more attorneys and a paralegal. The unit will focus on combatting wage theft and misclassification in Washington State, along with addressing other worker rights issues that intersect with Washington's antitrust, civil rights, and consumer protection laws. This unit will utilize the deep legal and policy expertise within the AGO to protect Washingtonians' rights in the workplace.



The Worker Rights Unit will also work in collaboration with the Washington State Department of Labor and Industries (L&I), the Seattle Office of Labor Standards (OLS), and other labor enforcers to maximize the resources used to bring justice to Washington workers.

Our office wants to take on employers misusing their power and committing the most egregious violations against workers in Washington. This new unit will work to strategically enforce state law and drive sustained, widespread compliance across industry sectors.



The Attorney General's Office (AGO) supports Washington workers in several ways. Everything from fighting wage theft and discrimination, to developing policy proposals, to criminally charging employers that endanger their workers is part of what we do. Below are a selection of actions we have taken on behalf of Washington workers since Labor Day of 2025.

PROTECTING CIVIL RIGHTS IN THE WORKPLACE

Paradise Espresso: The AGO sued Jonathan Tagle, alleging he subjected employees to egregious sexual harassment, retaliation, and wage theft. Tagle owns Paradise Espresso, a collection of "bikini barista" coffee stands in Tukwila, Monroe, Lynnwood, and Mountlake Terrace. The owner was accused of requiring his employees to engage in sexual acts to be hired and keep their jobs, along with violations of the Minimum Wage Act and the state's Wage Rebate Act. The litigation is ongoing and the AGO will continue to fight on behalf of the dozens of employees harmed by this employer.



The Paradise workers endured years of wage theft and sexual violence at the hands of a predatory business owner. When they bravely came forward to demand change, they found a champion in Attorney General Nick Brown. We are proud the Attorney General's office took on this important case and has established a new team exclusively dedicated to standing with workers in their fight for justice."

- **Danielle Alvarado, Executive Director of Working Washington Rights Center (formerly Fair Work Center)**

Providence Health & Services: The AGO sued Providence Health & Services, alleging widespread violations of Washington State's Healthy Starts Act and the Washington Law Against Discrimination (WLAD). The AGO alleges that pregnant Providence employees, including many nurses, were routinely denied their right to accommodation. The AGO has also alleged that Providence retaliated against employees who sought reasonable accommodation by terminating them, forcing them to go on leave, or assigning them to more difficult duties. The litigation is ongoing and the AGO will continue to demand changes in Providence's policies on pregnant employees.



O'Reilly Auto Parts: The AGO sued O'Reilly Auto Parts in August of 2023 following several complaints of pregnancy-related discrimination. After entering into a consent decree with the State of Washington in March of this year, O'Reilly Auto Parts workers will receive compensation from a \$5.6 million settlement following complaints of pregnancy discrimination and retaliation. The AGO alleged the company systematically refused to offer accommodation to their pregnant or postpartum employees and retaliated against those who requested accommodations. In the settlement, O'Reilly agreed to implement training and new policies to ensure they are following the law and supporting pregnant and post-partum workers.

VICTORIES FOR FARMWORKERS



Farmworkers face significant barriers to enforcing their workplace rights, often while doing dangerous work for low pay. Strong enforcement is critical to keeping farmworkers and their families healthy and economically stable. We are grateful for the Attorney General Office's collaboration in using its resources and unique tools to pursue litigation and legislation that safeguard these workers."

- **Andrea Schmitt, Staff Attorney at Columbia Legal Services**

Cornerstone Ranches: The AGO secured a consent decree resolving its civil rights lawsuit against Cornerstone Ranches. The AGO alleged that the company discriminated against local and female farmworkers by terminating them and hiring foreign H-2A workers to replace them. The H-2A program is intended to be used for labor shortages, but Cornerstone told hundreds of local laborers that there were no jobs available and instead continued to hire all male foreign workers each season. As a result of the AGO's lawsuit, Cornerstone must pay \$1 million to compensate affected workers; recruit former employees and onboard them promptly; adopt and implement a nondiscrimination policy and training; and cease imposing productivity requirements in any year it hires H-2A workers. Information about the claims process for Cornerstone workers who may be entitled to receive compensation through the settlement is available at: [Claims process open for farmworkers under Cornerstone settlement | Washington State](#)

Shinn and Son: Shinn and Son, a Toppenish grower settled with the AGO for \$300,000 and a commitment to reforming its hiring and training practices after discriminating against local farmworkers and women, along with sharing misleading job postings. Farmworkers and applicants negatively affected by Shinn and Son will receive between \$5,000 and \$25,000 in compensation because of this settlement.



DENOUNCING HARASSMENT OF CHILDCARE WORKERS

Harassment of Somali Daycare Providers: After several Somali daycare providers in Washington reported to the AGO that they had received repeated threats, harassment, and unsubstantiated claims of fraud, AG Brown issued a statement saying, “Showing up on someone’s porch, threatening, or harassing them isn’t an investigation. Neither is filming minors who may be in the home. This is unsafe and potentially dangerous behavior.” He encouraged those experiencing threats or harassment to contact local law enforcement or the AGO’s [Hate Crimes & Bias Incident Hotline](#).

COMBATting WAGE THEFT

Prosecuting Wage Theft: Junior’s General Contractor LLC: The AGO started a criminal wage theft investigation into Rodolfo Vargas, the owner of Junior’s General Contractor LLC located in Maple Valley, King County, WA. L&I referred Vargas to the AGO for a criminal investigation following complaints of unpaid wages from three employees hired by Vargas and his construction business. These employees were primarily hired to install drywall at construction sites. Mr. Vargas pled guilty to two counts of Failure to Pay Final Paycheck with agreed restitution to all three victims in April 2026.

One of the victims in this matter had to take on a short-term loan to cover the gap in his income and it took him 4 months to pay off his debts because of the missed paycheck. At the sentencing hearing, he shared with the Court how it affected him and his family. In part, he said :

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When you are not paid, things really affect you. You cannot pay the rent. You cannot pay for food for your family. I was hoping for that check at the end of the week...While Mr. Vargas slept well, I was worried about all these debts, and it was his fault.”

The GEO Group: The AGO defended its win against the GEO Group, Inc., for not paying adequate wages to immigrant detainees. The GEO Group paid immigrant detainees only \$1 per day to perform almost all the work necessary to run its privately-owned and privately-operated facility in Tacoma, Washington. Last year, the Ninth Circuit affirmed the 2021 jury verdict that found GEO violated our state’s minimum wage laws and owed \$17.3 million in backpay to the workers and \$5.9 million to Washington for unjust enrichment. GEO seeks an appeal before the U.S. Supreme Court, which the AGO has opposed. The AGO is committed to ensuring detainees receive compensation for the work they performed.



FIGHTING FOR PREVAILING WAGE

Penhall v. L&I: Washington State's prevailing wage laws protect employees working on public projects from substandard wages. The Attorney General's Office represents L&I in court when litigation is necessary to enforce the protections of our state's prevailing wage laws. In *Penhall v. L&I*, the Court of Appeals affirmed L&I's finding that 37 workers who worked on Sound Transit's extension of light rail across the I-90 floating bridge were collectively underpaid by more than \$500,000 by Penhall, which was a subcontractor on the project. The Court of Appeals agreed with L&I that, under the law, Penhall should have been paying its workers who performed ground penetrating radar and digital x-ray scanning on the project at the prevailing wage rate for construction site surveyors.

STOPPING ILLEGAL ASBESTOS EXPOSURE

Northwest Quality Flooring: The AGO's Environmental Protection Division brought criminal charges against Samyel Zidrashko and his company, Northwest Quality Flooring for asbestos-related crimes. Zidrashko did not follow required asbestos regulations during the renovation of an investment property and then falsified asbestos testing results in an attempt to have a local waste company haul away asbestos-containing materials as ordinary construction waste. Zidrashko's actions violated the Clean Air Act and put himself and others working at the property and handling the construction waste materials at risk of asbestos exposure. Both Zidrashko and Northwest Quality Flooring pled guilty to violating the Washington Clean Air Act.

INVESTIGATING THE FATAL NIPPON DYNAWAVE PACKAGING EXPLOSION

Investigating Tragic Nippon Explosion: On May 26 at the Nippon Dynawave facility in Longview, a tank holding a chemical used in paper production ruptured, roughly 900,000 gallons of highly caustic liquid. The disaster killed 11 workers and injured many more, making it one of the deadliest industrial accidents in recent history. In June, the Cowlitz County prosecutor granted the AGO concurrent jurisdiction to investigate any potential criminal activity that contributed to the tragedy and bring any prosecution arising out of the investigation. The AGO has significant expertise in cases involving industrial and environmental incidents and the specialized resources needed to conduct a complex legal review to ensure a thorough investigation.



DEFENDING WASHINGTON WORKERS BEYOND LITIGATION

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PROVIDING CLIENT ADVICE

The AGO advised the Employment Security Department on the expansion of job protection rights when employees take paid family and medical leave. The updated law will eventually require job protection for employees at businesses with 8 or more employees if they begin employment 180 days before taking leave. Our office works closely with our client agencies to provide legal advice. The AGO's Labor and Industries Division and Administrative Law Division often help in implementing new laws and protections in the workplace.

STANDING UP FOR STRIKING WORKERS

AG Brown joined other attorneys general, elected officials, union leaders, and individuals in a national [letter](#) to the CEO of Starbucks expressing concern about Starbucks' failure to reach a fair contract with their union baristas. The letter emphasized that the CEO of Starbucks "made \$95 million in compensation for the four months [he] worked in 2024, roughly 6,666 times more than what [his] average worker was paid for the entire year. Yet, Starbucks has refused to offer new proposals and reach an agreement with its own workers, even though the gap that remains is less than one average day's sales."

COLLABORATING WITH OTHER LABOR ENFORCERS FOR THE 2026 WORLD CUP

When FIFA World Cup 26 came to Seattle in June and July of 2026, the AGO knew it would bring in new businesses to Washington state and a surge in customers for many local businesses in the area. The office wanted to ensure that workers in Seattle were paid fairly during the World Cup, getting appropriate meal and rest breaks, and knew how to file a complaint if their employer violated their rights. To be most effective during this time, the AGO teamed up with L&I and the Seattle Office of Labor Standards (OLS) to [coordinate enforcement for World Cup-related violations](#). The agencies met weekly to confer on complaints and violations and assign the most appropriate enforcer.



"Whether it's a safe workplace, proper payment of what you're owed, or a workers' compensation system that is there when you need it most, L&I and the AGO work hand-in-hand to make sure Washington's workers have partners they can count on.,

-Joel Sacks, Director of the Department of Labor and Industries.



AI TASKFORCE'S LABOR SURVEY

The AGO published the [AI and Labor Survey](#). Deployed in early 2026, the survey investigated worker populations (employed, unemployed, and students) in Washington's largest employment sectors. The questions assessed respondents' sentiment towards AI and inquired about AI usage in their employment. The survey collected data about how AI is affecting workers in Washington. Insights gained from the survey include how different populations report adopting AI, workers' job security, and requests for governance.





PROTECTING WASHINGTON WORKERS FROM FEDERAL OVERREACH

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“Protecting workers’ rights is one of the most essential functions of government. The work Attorney General Nick Brown and his staff do every day to ensure that Washington’s labor laws are enforced is especially vital in this moment when the federal government has abandoned this responsibility. Washington’s labor movement is grateful to have an Attorney General dedicated to filling this gap and advocating for working people in our state.”

-April Sims, President of the Washington State Labor Council, AFL-CIO

LAWSUITS AGAINST THE TRUMP ADMINISTRATION

The White House has instituted an unprecedented level of harmful, unconstitutional actions with severe consequences for the people of Washington. Several of these actions have been particularly harmful to workers and threaten worker protections in our state. The Attorney General’s Office has a central role in defending Washington state and is committed to taking on the federal government to protect Washington workers. A full list of our federal lawsuits can be found [here](#).

AFGE, AFL-CIO v. OPM: The WA AGO partnered with labor organizations, including the American Federation of Government Employees, AFL-CIO, and others, to stop Trump’s illegal firing of federal employees. In September of 2025, a federal district judge ruled that the Trump Administration illegally fired probationary federal workers indiscriminately. The ruling now prevents the Office of Personnel Management from directing a federal agency to fire employees and to change the fired probationary federal employee files to clarify they were not fired for any performance reason.

Commonwealth of Massachusetts, et al. v. U.S. Department of Education, et al.: AG Brown joined 21 other attorneys general in a lawsuit against the US Department of Education for restricting eligibility for the Public Service Loan Forgiveness (PSLF) program. The program was created in 2007 to offer incentives to people who dedicate their careers to public service. In November 2025, the federal government issued a new rule that deemed some state and local governments and nonprofit employers ineligible for loan forgiveness if they took part in actions disfavored by the administration. AG Brown and other states sued because public workers, under the new rule, could suddenly lose loan forgiveness, which would have devastating consequences for some workers in Washington, including AGO staff.



COMMENTING ON UNJUST FEDERAL RULEMAKING

Federal agencies use rulemaking to create or change regulations but are required first to propose the rule and allow public comment on those proposals. Public comment gives the opportunity for stakeholders to provide their perspective and feedback on the proposed rules. The AGO has provided comments on proposed rules often, particularly when the rules would have a negative impact on Washingtonians. Below are several of the rules that would have significant impact on Washington workers that the AGO provided comment on.

Protecting the Rights of H2A Workers: AG Brown co-led a coalition of eighteen states in a comment letter opposing the U.S. Department of Labor's rescission of protections for temporary agricultural workers. The proposed rule rescinded anti-retaliation protections, as well as regulations recognizing workers' rights to invite guests to their temporary housing. These protections were essential to ensure workers who are otherwise isolated can complain about workplace abuse.

Opposing Cutting Wages of H2A Workers: AG Brown joined several other states in a comment letter in opposition to the Trump Administration's [rulemaking](#) that would lower wages for temporary agricultural workers in the H2A program. Despite these comments, the rule went into effect. This has resulted in some H2A workers making \$3/hour less than they did [previously](#). Also, now that this rule has been implemented, H2A employers can now deduct housing costs from the federal minimum hourly rate required to be paid to H2A workers, for Washington that it is by \$2.49/hour. Prior to this rule, employers were required to provide housing free of charge to H2A workers under federal law. While H2A workers must be paid at least the state minimum wage rate, this rule has resulted in H2A workers making far less than they did in previous years, even as the cost of groceries and other necessities have increased. AG Brown has joined several states in an amicus to support the United Farm Workers' ongoing challenge to the rule.

Changes to Independent Contractor Status: AG Brown joined a multi-state coalition opposing the US DOL's [proposed rule](#) that would alter the definition of an independent contractor under federal law. This rule would deny several workers federal minimum wage protections, overtime pay, and other important rights in the workplace. It would also create confusion for employers who must assess independent contractor status through state and federal rules that drastically differ, likely leading to more worker misclassification.

Maintaining Joint Employer Liability: AG Brown joined a coalition in opposition to DOL's [proposed rule](#) that would narrow joint employer liability under the Federal Labor Standards Act, Family and Medical Leave Act, and the Migrant and Seasonal Agricultural Worker Protection Act. This proposed rule would make it more difficult for workers to hold employers accountable for wage violations and make it more challenging to assert essential worker protections.



FIGHTING FOR WORKERS IN THE WASHINGTON LEGISLATURE

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This past legislative session, the Attorney General sponsored two bills in support of workers in Washington. AG Brown and the office are committed to working towards a state that is more fair and more transparent for workers.

THE IMMIGRANT WORKER PROTECTION ACT

HB 2105, The Immigrant Worker Protection Act (IWPA) was Attorney General request legislation championed by Senator Saldana and Representative Ortiz-Self. The law requires employers to notify their employees when their personal information has been requested by federal immigration enforcement as a part of an I-9 inspection. The law passed out of both chambers and was signed into law by the governor. This bill increases transparency for workers and gives them the same information as employers when an I-9 inspection occurs. It also requires the AGO to produce sample notices and guidance for employers on interacting with federal immigration enforcement. You can find resources from the AGO for the IWPA here: <https://www.atg.wa.gov/IWPA>

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No worker should fear retaliation or their lives disrupted while they're trying to provide for their families. Employees and employers also deserve clear guidance regarding their rights. That's why I was happy to sponsor the Attorney General's Immigrant Worker Protection Act.” **-Representative Lilian Ortiz-Self**



KEY INVESTIGATIVE TOOL FOR WAGE THEFT AND CIVIL RIGHTS VIOLATIONS

Attorney General request legislation, SB 5925 allows the AGO to issue civil investigative demands when investigating civil rights violations or wage theft. Civil investigative demands are a key investigative tool already explicitly allowed in other statutes, including the Consumer Protection Act and Medicaid fraud. The passing of this law expanded the use for this tool, for other critical statutes, like Washington's Minimum Wage Act and Washington's Law Against Discrimination. As a result of SB 5925's passing, the AGO will be able to get justice for victims of wage theft sooner and more robustly.



In the past year, we are proud to have launched our Worker Rights Unit, passed the Immigrant Worker Protection Act, increased our collaboration with L&I on enforcement, and filed several lawsuits against the Trump administration to defend workers in our state. Those were our recommendations in the 2025 Labor Day Report. While we are excited about our progress, there is more to do. Looking toward the end of 2026 and start of 2027, we are putting forward new recommendations for our office and for Washington.

1. Conduct Robust Outreach to Workers and Businesses on their Rights and Requirements Under the Immigrant Worker Protection Act

In 2026, the Washington Legislature passed the Immigrant Worker Protection Act. This [law](#) requires employers to provide notice to workers when federal agencies inspect employee Form I-9s and other related worker records to verify workers' identities and authorization to work in the United States. The AGO will provide guidance to employers on their rights when federal immigration enforcement comes to the workplace or requests employee information.

This coming year, the AGO will share all materials, including the poster and the guidance, with industry groups, Washington businesses, and as many workers and advocacy organizations as possible. Increasing awareness, so that more people know their new rights and responsibilities under the law, increases compliance with the law. The AGO plans to work collaboratively with other state agencies and community partners to ensure that workers know their rights under the law and that businesses know what is needed from them.

2. Support Farmworker Collective Bargaining

The National Labor Relations Act enshrines collective bargaining rights in most industries but excludes farmworkers. In Washington State, farmworkers can organize and strike, but their employers are not legally obligated to recognize their union. Unlike in other industries, farmworkers do not have the same recourse if they are fired or punished for trying to organize their workplace.

The Washington Legislature should right this wrong and pass a bill to codify the right of farmworkers to collectively bargain and require enforcement by Washington's Public Employment Relations Commission. This would give farmworkers the opportunity to push for higher wages and improved working conditions through a fair bargaining process.



3. Stop the Underground Economy by Enacting Upper Tier Liability

The underground economy—misclassifying workers, inaccurately reporting business activities, and denying workers the proper pay—costs the state and workers millions of dollars a year. It is not only harmful to workers, these businesses also disadvantage compliant, legally operating companies.

The underground economy is dangerous, costly, and unfair to workers and business competitors. The Washington Legislature should pass an “Upper Tier Liability” law to hold contractors legally and financially responsible for labor violations committed by their subcontractors. This would incentivize contractors to ensure their subcontractors are following the law and give mistreated workers more access to justice.

4. Ban Surveillance Pricing and Surveillance Wages in Washington State

Some companies are using customer and workers’ personal data and behaviors to optimize their own profits and minimize wages. These companies and employers are using personal data and algorithms to offer individual workers the lowest wage they will accept while offering individual customers the highest prices that they will pay. Because of this access to personal and sensitive data, workers are doing the same job and making less than their co-workers, and customers are buying the same product and spending more than the person standing next to them. This forces Washingtonians to live on a razor’s edge and struggle to afford basic necessities for their families. Also, such practices give bigger companies with access to more consumer data an unfair advantage over other businesses.

The Washington Legislature should pass legislation to ban surveillance pricing and surveillance wages. In just the last year, Maryland, New Jersey, and Connecticut all passed laws that ban or limit surveillance pricing. Washington State should be proactive in addressing these emerging harms to workers and consumers.





NEW WORKER PROTECTIONS FROM THE 2026 LEGISLATIVE SESSION

Wage Recovery Act & L&I Discretionary Authority, HB 2479:

This bill, championed by Representative Fosse, creates a Wage Recovery Program and Wage Recovery Account. This allows the Department of Labor and Industries to disburse funds when an employee files a wage theft complaint that has merit and where the employee would suffer economic harm if not paid their owed wages immediately. This way, victims of wage theft, depending on their lost income, will be able to make ends meet, even before L&I has resolved their case. This bill also gives L&I discretionary authority to investigate cases. Previously, L&I had to investigate all cases, as they came in. They may now prioritize the most egregious, impactful, or harmful cases and investigate them first. This law went into effect June 11, 2026.

Domestic Workers Bill of Rights, HB 2355:

The Domestic Workers Bill of Rights was championed by Representative Thomas and Senator Saldana, and gives nannies, house cleaners, home care providers, and other domestic workers more rights in the workplace. Prior to the passage of this bill, domestic workers were not guaranteed many basic workplace rights established in most other industries. Domestic workers are now guaranteed minimum wage and overtime, privacy protections in the workplace, written agreements and written termination notices, and anti-retaliation protections. This law goes into effect July 1, 2027.

Apprenticeships Behavioral Health and Wellness Training, HB 2492:

This bill, championed by Representative Nance and Senator Nobles, requires apprenticeship programs in the building and construction trades to provide behavioral and wellness training to all participants. This law went into effect June 11, 2026.

Academic Student Bargaining, HB 1570:

This bill, championed by Representative Timmons and Senator Nobles, allows student employees, who were previously not covered by existing collective bargaining laws, to be allowed to collectively bargain. This law went into effect on March 18, 2026.

Safeguarding Union Rights, HB 2471:

This bill, championed by Representative Scott and Senator Saldana, authorizes Washington state to regulate some labor disputes if the National Labor Relations Board (NLRB) ceases to preempt state regulation, or if the NLRB loses jurisdiction over certain industries. This bill is like other “NLRB trigger laws” and is intended to allow states to act if the NLRB is no longer a remedy for workers who are aggrieved by their employers. This law went into effect June 11, 2026.

Childcare Workforce Standards Board, HB 1128:

This bill, championed by Representative Fosse and Senator Stanford, creates a Child Care Workforce Standards Board to recommend improvements to employment standards for early childhood educators. The board consists of ten members representing childcare workers, childcare employers, parents, L&I, and the Department of Youth, Children, and Families. This law went into effect June 11, 2026.



Banning Non-Competes, HB 1155:

This bill, championed by Representative Berry and Senator Stanford makes all non-compete covenants (any provision of employment that restricts an employee or independent contractor from engaging in a lawful profession or business of any kind) void and not enforceable. By October 1, 2027, employers must make reasonable efforts to notify current and former employees that their previous noncompetition covenant is void. This bill takes effect on June 30, 2027. The AGO is conducting community outreach and education so employers and employees are aware of the changes.

WHAT TO DO WHEN YOUR EMPLOYER BREAKS THE LAW?

- Address the issue with your employer through internal policies and procedures, whether that be your manager, HR Department, or another complaint process set up by your employer.
- You can file a civil rights complaint with the AG's office [here](#).
- If your employer has not paid you the minimum wage guaranteed by either state, county, city, or local ordinances, you may choose to file a [workplace rights complaint](#) with Washington's Department of Labor and Industries regarding wages, including minimum wage and [overtime](#), tips and service charges, or paid sick leave.
- If your pay or career advancement opportunities are based on your status in a protected class, you may file an Equal Pay and Opportunities Act (EPOA) complaint form with the Washington State Department of Labor & Industries (L&I). More information about EPOA and L&I's enforcement process is available [here](#) or by calling (866) 669-4000.
- You may also choose to file a complaint with the Washington State Human Rights Commission [here](#). You must file an employment discrimination complaint within six months from the date that the discriminatory action happened. The Human Rights Commission has no authority over employers with fewer than eight employees, Native American Tribes, the federal government, or certain religious schools or employers. You can also contact the Human Rights Commission by phone at (800) 233-3247 or (360) 753-6770.
- If you are being threatened based on your immigration status, you should file a complaint with the Department of Labor and Industries [here](#).
- If you have been put in danger in the workplace you can [report your employer to L&I](#).
- The AGO's Civil Rights Division accepts complaints about violations of the Fair Chance Act at fairchancejobs@atg.wa.gov, (833) 660-4877, or online [here](#).
- You can file a retaliation complaint with L&I [here](#).
- Workers wishing to report violations of Washington's non-compete law may reach out to the AGO's Antitrust Division at monopoly@atg.wa.gov.
- Consult a lawyer. You always have the right to consult a lawyer to talk about your situation, including the possibility of pursuing a private lawsuit to address the issue. All lawyers licensed to practice in Washington State are included in the Washington State Bar Association's Legal Directory, which can be searched [here](#).
- WSBA has more resources to help you to connect with and find an attorney or get other legal information [here](#).