

HB 1506 - Equal Pay			
What You Must Do	What You Must Not Do	Or What?	Other Considerations
Pay similarly employed employees the same	Base compensation differences on gender	Guilty of a misdemeanor	"Similarly employed" means "individuals work for the same employer, the performance of the job requires similar skill, effort, and responsibility, and the jobs are performed under similar working conditions." (Job titles are not determinative.)
Base compensation differences in good faith on bona fide job-related factors such as education, training, experience, seniority, merit, quantity or quality of production, regional differences	Base a defense on an employee's previous wage or salary history	L&I investigates employee complaint and attempts to resolve the violation by "conference and conciliation"	Employer carries the burden of proof on defenses (bona fide job-related factors)
Base advancement opportunities on bona fide job-related factors (see above)	Base advancement opportunities on gender	If no agreement reached and L&I finds a pattern of violations, L&I may order a citation and notice of assessment and order: 1. Actual damages plus 1% per month interest on compensation owed or \$5000 (whichever is greater); 2. Employer pays L&I costs of investigation and enforcement; 3. "Any other appropriate relief"	
You may prohibit an employee with access to compensation information from disclosing it, unless it's in response to a complaint or charge or consistent with your legal duty to provide the information	Require nondisclosure of wages as a condition of employment	L&I may also impose a civil penalty: 1. Up to \$500 for 1st violation; 2. Up to \$1000 or 10% of damages (whichever is greater) for repeat violations	
	Require an employee to sign a waiver preventing disclosure of wages	Wages and interest owed can reach back up to four years	
	Discharge or otherwise retaliate against an employee for asking about, disclosing, comparing, or discussing anyone's wages, or for asking you for a reason for the employee's wages or lack of advancement opportunity, or for helping or encouraging anyone to exercise his or her rights under this law	Employee can bring a civil action for the above damages, but it terminates the L&I complaint	
	Discharge or otherwise retaliate against an employee for filing a complaint or for testifying	Relief in a civil action only comes if court determines that employer committed a pattern of violations	

HB 1298 - Washington Fair Chance Act

What You Must Do	What You Must Not Do	Or What?	Other Considerations
Make an initial determination that an applicant is "otherwise qualified" for the position before inquiring about or otherwise obtaining any information about an applicant's criminal record	Include questions on a job application about an applicant's criminal history	State AG investigates on its own or in response to a complaint	Does not apply to applicants who would have unsupervised access to children under 18, a vulnerable adult (73.34 RCW), or a vulnerable person (RCW 9.96A.060)
	Ask orally or in writing about an applicant's criminal history before determining applicant is qualified	State AG can adopt rules specifying penalties	Does not apply to anyone allowed by state or federal law to do it
	Conduct a criminal background check before determining applicant is	Stepped enforcement: 1. Education; 2. Warning; 3. Legal/administrative action	Does not apply to employers seeking only volunteers
	Otherwise obtain information about an applicant's criminal record before determining applicant is qualified	Penalties: 1. Notice of violation and offer of AG assistance; 2. Up to \$750 for 2nd violation; 3. Up to \$1000 for each subsequent violation	This law cannot interfere with any collective bargaining provision (union carveout)
	Advertise job openings in a way that excludes people with criminal records from applying		Does not force employers to provide accommodations or job modifications to employ or keep an applicant or employee with a criminal record or who is facing criminal charges
	Implement any policy or practice that automatically or categorically excludes people with a criminal record before determining applicant is qualified		Local governments can take it further