

Skilled and Trained Workforce High Hazard Facilities RCW 49.80

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Overview for today:

- 2025 Legislative Session
- Amendments to RCW 49.48
- Rulemaking and next steps



2025 Legislative Session

- Engrossed House Bill 1173 – Concerning wages for journeypersons in high hazard facilities
- Passed by Washington Legislature in 2025
- Amends chapter 49.80 RCW – High Hazard Facilities – Workforce
- Changes take effect January 1, 2026

Amendments to RCW 49.80

- Provides direction for determining wage requirements owed to skilled and trained workers in high hazard facilities.
- Clarifies the requirement to pay either 75th percentile in the applicable occupation and geographic area published by the employment security department or the prevailing rate of wage for the applicable occupation.

Amendments to RCW 49.80 - Continued

- Adds a definition for “applicable occupation.”
- Amends definitions for “registered apprentice,” and “skilled journeyperson,”.
- Adds wage and occupation notifications for apprentices.

Rulemaking Activity

- L&I is currently working on rulemaking to implement EHB 1173.
- Amending chapter 296-71 WAC, re: high hazard facilities.
- Filed the first step, CR-101, on July 1, 2025.
- Currently drafting rule language.

Rulemaking Activity - Continued

- Planning to share pre-draft rule language with stakeholders, this fall, for initial feedback.
- Tentatively planning to file the CR-102 with the proposed language and announce the hearing and comment period in December or January.
- Rules will provide direction around determining wage payment requirement, applicable occupation, and providing notices to apprentices.