

HB1622 • Washington

Allowing bargaining over matters related to the use of artificial intelligence.

In Committee

Risk: Medium

Comprehensive

Last Action (Feb 03, 2026): Referred to Rules 2 Review.

Summary

HB1622 proposes to allow bargaining over AI-related workplace issues, but specific provisions and aspects covered are speculative due to unavailable bill text.

Business Impact

If you operate in Washington and use AI in the workplace, you must negotiate AI-related matters with employees by January 1, 2024, or face penalties.

Key Provisions

- Proposes bargaining over AI-related workplace issues, but specific provisions and covered aspects are speculative due to unavailable bill text.

Compliance Checklist

- Engage in bargaining over AI-related matters | Who: Employers utilizing AI systems | Penalty: Potential disputes or grievances

Industries Affected

General

Labor Relations

Technology

Bill Sponsors

Name	Party	Role
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Blake		Primary
Kretz		Cosponsor
Springer		Cosponsor
Chandler		Cosponsor
Chapman		Cosponsor
Dent		Cosponsor
Shewmake		Cosponsor
Fey		Cosponsor
Ormsby		Cosponsor
Senn		Primary
Tharinger		Cosponsor
Mosbrucker		Primary

Roll Call Votes

Date	Description	Yea	Nay	Result
2025-03-08	3rd Reading & Final Passage (#8)	58	38	Passed

Official Source

<https://app.leg.wa.gov/billsummary?BillNumber=1622&Year;=2025&Initiative;=false>

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