

SB5422 • Washington

Revised for 1st substitute: Allowing bargaining over matters related to certain uses of artificial intelligence.

Introduced

Risk: Medium

Comprehensive

Last Action (Jan 12, 2026): By resolution, reintroduced and retained in present status.

Summary

SB5422 proposes allowing bargaining over certain uses of AI in Washington State. Specific contexts and applications will be confirmed upon reviewing the full bill text.

Business Impact

If you use AI in Washington, you may need to negotiate its use with labor unions.

Key Provisions

- Proposes allowing bargaining over certain uses of artificial intelligence.
- Specific contexts and any conditions will be confirmed with the full bill text.

Compliance Checklist

- Engage in bargaining with labor unions regarding AI use | Who: Employers | Penalty: Potential disputes or grievances from labor representatives

Industries Affected

Manufacturing

Human Resources

General

Technology

Labor Relations

Healthcare

Bill Sponsors

Name	Party	Role
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Kuderer		Primary
Short		Cosponsor
Rivers		Cosponsor
Keiser		Cosponsor
Conway		Cosponsor
Darneille		Cosponsor
Hasegawa		Cosponsor
Saldaña		Cosponsor
Chase		Primary
Braun		Primary
Holy		Cosponsor
L. Wilson		Cosponsor

Official Source

<https://app.leg.wa.gov/billsummary?BillNumber=5422&Year;=2025&Initiative;=false>

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