

WAC 296-123-060 Disclosure of wage or salary range by employer.

- (1) The employer must disclose in each posting for each job opening:
 - (a) The wage scale or salary range, except where the employer is offering only a fixed wage amount and a salary range does not exist for the opening, the employer must disclose the fixed wage amount rather than a scale or range; and
 - (b) A general description of all of the benefits and other compensation to be offered to the hired applicant.
- (2) The wage scale or salary range must reflect the employer's most reasonable and genuinely expected range of compensation for the job at the time of posting. The wage or salary range must include a minimum and maximum dollar amount.
- (3) A general description of all benefits must provide the applicant with the employer's most reasonable and genuinely expected benefits offered for the specific available position. A "general description of all benefits" includes, but is not limited to, health care benefits, retirement benefits, any benefits permitting paid days off (including more generous paid sick leave accruals, parental leave, and paid time off or vacation benefits), and any other benefits that must be reported for federal tax purposes, such as fringe benefits.
- (4) For the purpose of this section, "applicant" is any person who applies to a job posting intended to recruit job applicants for a specific available position.
- (5) For the purpose of this section, "posting" means any solicitation intended to recruit job applicants for a specific available position, including recruitment done directly by an employer or indirectly through a third party, and includes any postings done electronically, or with a printed hard copy, that includes qualifications for desired applicants. "Posting" does not include a solicitation for recruiting job applicants that is digitally replicated and published without an employer's consent.
- (6) Upon request of an employee offered an internal transfer to a new position or promotion, the employer must provide the wage scale or salary range for the employee's new position, except where the employer is offering only a fixed wage amount and a salary range does not exist for the new position or promotion, the employer must disclose the fixed wage amount rather than a scale or range.
- (7) This section only applies to employers with 15 or more employees. For the purposes of this section, the employer's size is based on the number of employees employed at the time the job opening is posted and includes employees who do not have a physical presence in Washington.

[Statutory Authority: RCW 49.58.090 and 49.58.110. WSR 26-09-116 (Order 25-19), s 296-123-060, filed 4/21/26, effective 5/22/26. Statutory Authority: RCW 49.58.090. WSR 25-11-081, s 296-123-060, filed 5/21/25, effective 7/1/25.]