

Multiple Agency Fiscal Note Summary

Bill Number: 1879 S HB	Title: Hospital worker breaks
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Estimated Cash Receipts

NONE

Agency Name	2025-27		2027-29		2029-31	
	GF- State	Total	GF- State	Total	GF- State	Total
Local Gov. Courts						
Loc School dist-SPI						
Local Gov. Other	No fiscal impact					
Local Gov. Total						

Estimated Operating Expenditures

Agency Name	2025-27				2027-29				2029-31			
	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total
Office of Administrative Hearings	.0	0	0	0	.0	0	0	0	.0	0	0	0
Department of Labor and Industries	.0	0	0	100,000	.0	0	0	0	.0	0	0	0
Department of Health	.0	0	0	0	.0	0	0	0	.0	0	0	0
University of Washington	.0	0	0	0	.0	0	0	0	.0	0	0	0
Total \$	0.0	0	0	100,000	0.0	0	0	0	0.0	0	0	0

Agency Name	2025-27			2027-29			2029-31		
	FTEs	GF-State	Total	FTEs	GF-State	Total	FTEs	GF-State	Total
Local Gov. Courts									
Loc School dist-SPI									
Local Gov. Other	No fiscal impact								
Local Gov. Total									

Estimated Capital Budget Expenditures

Agency Name	2025-27			2027-29			2029-31		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
Office of Administrative Hearings	.0	0	0	.0	0	0	.0	0	0
Department of Labor and Industries	.0	0	0	.0	0	0	.0	0	0
Department of Health	.0	0	0	.0	0	0	.0	0	0
University of Washington	.0	0	0	.0	0	0	.0	0	0
Total \$	0.0	0	0	0.0	0	0	0.0	0	0

Agency Name	2025-27			2027-29			2029-31		
	FTEs	GF-State	Total	FTEs	GF-State	Total	FTEs	GF-State	Total
Local Gov. Courts									
Loc School dist-SPI									
Local Gov. Other	No fiscal impact								
Local Gov. Total									

Estimated Capital Budget Breakout

Prepared by: Courtney Kinney, OFM	Phone: 360 584 5705	Date Published: Final 3/19/2025
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Individual State Agency Fiscal Note

Bill Number: 1879 S HB	Title: Hospital worker breaks	Agency: 110-Office of Administrative Hearings
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

NONE

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Jarrett Sacks	Phone: 360-786-7448	Date: 03/06/2025
Agency Preparation: Pete Boeckel	Phone: 360-407-2730	Date: 03/10/2025
Agency Approval: Rob Cotton	Phone: 360-407-2708	Date: 03/10/2025
OFM Review: Val Terre	Phone: (360) 280-3073	Date: 03/11/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

No fiscal impact. This legislation will not measurably increase the appeal workload for the Office of Administrative Hearings. Any new work is assumed to be nominal and will be provided with existing resources.

The Department of Labor & Industries does not believe this bill will have a significant increase in appeals.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

None

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

None

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

NONE

III. B - Expenditures by Object Or Purpose

NONE

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1879 S HB	Title: Hospital worker breaks	Agency: 235-Department of Labor and Industries
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

	FY 2026	FY 2027	2025-27	2027-29	2029-31
Account					
Accident Account-State 608-1	85,000	0	85,000	0	0
Medical Aid Account-State 609-1	15,000	0	15,000	0	0
Total \$	100,000	0	100,000	0	0

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Jarrett Sacks	Phone: 360-786-7448	Date: 03/06/2025
Agency Preparation: Crystal Van Boven	Phone: 000-000-0000	Date: 03/10/2025
Agency Approval: Trent Howard	Phone: 360-902-6698	Date: 03/10/2025
OFM Review: Courtney Kinney	Phone: 360 584 5705	Date: 03/12/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

The bill amends RCW 49.12.480 (Meal and rest breaks for health care facility employees) by allowing employees to combine one or more meal or rest periods together.

SHB 1879 is different from HB 1879 in that it:

- Clarifies when meal periods may be waived and when timing requirements may be waived.

Section 2: amends RCW 49.12.480(1)(c) (Meal and rest breaks for health care facility employees) by stating that for any work period that an employee has one or more meal periods and more than one rest period, the employee and employer may agree that one or more meal or rest period may be combined with one or more rest period.

- (d)(i) An employer and employee may agree to waive (A) the meal period in a work shift of less than 8 hours; or (B) the second and/or third meal period in a work shift of eight hours or more. And employer and employee may also waive the timing requirements for meal and rest periods as long as the meal period starts no earlier than the third hour worked and no later than the second to last hour worked.
- (d)(ii) Waivers must be in writing or electronic format and the employer must record the signed waiver in an electronic information system ensuring the waiver is retrievable. Waivers must be voluntary and the employer must expressly advise the employee that the waiver is voluntary and waivers must be agreed upon in advance of the first shift in which it will be used. Waivers may be revoked at any time by the employer or employee. Unions and employers can agree on a waiver form to be used.
- (d)(iii) Employers may tell employees of meal and rest period waivers typically used by employees on the shifts they are working and make waivers available to employees as long as the waivers comply with subsection (1)(d).
- (d)(iv) A waived meal or rest period is not considered a missed meal or rest period for purposes of RCW 49.12.483 (Meal and rest breaks for health care facility employees-Enforcement-Penalties) as long as the waiver meets the requirements of subsection (1)(d).
- (d)(v) A waived meal or rest period is not considered a missed meal or rest period for purposes of RCW 49.12.483 (Meal and rest breaks for health care facility employees-Enforcement-Penalties) as long as the waiver meets the requirements of subsection (1)(d).
- 2(B) The employer must provide a quarterly report to L&I which includes the total number of meal and rest periods waived under subsection (1)(d).

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

None.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Appropriated – Operating Costs

This proposed bill increases expenditures to the Accident Account, fund 608, and Medical Aid Account, fund 609. The following assumptions were used to estimate the resources requested to implement this bill.

Information Technology

This will require modifications to the Aithent case management system by allowing waivers and the submission of waivers from an employer/employee. The system is not currently setup for waivers to be submitted. Per the bill, the waivers must be in writing or electronic format and employers must file a quarterly report with the number of meal/rest periods waived. This effort will take six months to complete.

A total of \$100,000 is needed in the 2025-27 biennium for all information technology changes.

This includes:

- Software – \$100,000

This bill will require changes to policies, forms and procedures which can be completed within existing resources.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2026	FY 2027	2025-27	2027-29	2029-31
608-1	Accident Account	State	85,000	0	85,000	0	0
609-1	Medical Aid Account	State	15,000	0	15,000	0	0
Total \$			100,000	0	100,000	0	0

III. B - Expenditures by Object Or Purpose

	FY 2026	FY 2027	2025-27	2027-29	2029-31
FTE Staff Years					
A-Salaries and Wages					
B-Employee Benefits					
C-Professional Service Contracts					
E-Goods and Other Services	100,000		100,000		
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
Total \$	100,000	0	100,000	0	0

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

None.

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1879 S HB	Title: Hospital worker breaks	Agency: 303-Department of Health
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

NONE

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Jarrett Sacks	Phone: 360-786-7448	Date: 03/06/2025
Agency Preparation: Donna Compton	Phone: 360-236-4538	Date: 03/06/2025
Agency Approval: Kristin Bettridge	Phone: 3607911657	Date: 03/06/2025
OFM Review: Amy Hatfield	Phone: (360) 280-7584	Date: 03/07/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

The fiscal impact has not changed from the previous version (1879 HB). This version of the bill makes minor formatting changes.

This bill amends RCW 49.12.480 (Meal and Rest Breaks for Health Care Facility Employees) allowing an employee to voluntarily waive a meal period or change the timing requirements for a meal period during a work shift and outlines the documentation requirements for the waiver. This does not require any rulemaking or additional work on behalf of the Department of Health, therefore, there is no fiscal impact.

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

NONE

III. B - Expenditures by Object Or Purpose

NONE

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

Individual State Agency Fiscal Note

Bill Number: 1879 S HB	Title: Hospital worker breaks	Agency: 360-University of Washington
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Part I: Estimates

No Fiscal Impact

Estimated Cash Receipts to:

NONE

Estimated Operating Expenditures from:

NONE

Estimated Capital Budget Impact:

NONE

The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Jarrett Sacks	Phone: 360-786-7448	Date: 03/06/2025
Agency Preparation: Michael Lantz	Phone: 2065437466	Date: 03/10/2025
Agency Approval: Michael Lantz	Phone: 2065437466	Date: 03/10/2025
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 03/10/2025

Part II: Narrative Explanation

II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

Substitute House Bill 1879 concerns meal and rest breaks for hospital workers. Compared to the original bill, the substitute makes minor revisions to Section 2. These changes do not affect the University of Washington's (UW) analysis, and therefore we are submitting substantially the same fiscal note as for the original bill.

Section 2 modifies RCW 49.12.480 to clarify that one or more meal or rest period can be combined with one or more rest period. It also allows an employer and employee to waive the meal period in a work shift of less than eight hours or the second or third meal period in a work shift of eight hours or longer, so long as one meal period is provided and taken. Additionally, employers and employees may agree to waive applicable timing requirements for meal and rest periods under specified circumstances. Requires waivers to be recorded electronically or in writing and specifies what must be included in the waiver. Adds additional reporting requirements and disclosures.

Section 3 sets an effective date of January 1, 2026 for the measure.

SHB 1879 will not have a financial impact on UW. Public hospitals, including UW Medical Center and Harborview Medical Center, are currently allowed to collectively bargain, including regarding provisions this measure authorizes. Therefore, this fiscal note is assessed as "no impact."

II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

Part III: Expenditure Detail

III. A - Operating Budget Expenditures

NONE

III. B - Expenditures by Object Or Purpose

NONE

III. C - Operating FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

III. D - Expenditures By Program (optional)

NONE

Part IV: Capital Budget Impact

IV. A - Capital Budget Expenditures

NONE

IV. B - Expenditures by Object Or Purpose

NONE

IV. C - Capital Budget Breakout

Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.

NONE

IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

Part V: New Rule Making Required

Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.

LOCAL GOVERNMENT FISCAL NOTE

Department of Commerce

Bill Number: 1879 S HB

Title: Hospital worker breaks

Part I: Jurisdiction-Location, type or status of political subdivision defines range of fiscal impacts.

Legislation Impacts:

- Cities:
- Counties:
- Special Districts:
- Specific jurisdictions only:
- Variance occurs due to:

Part II: Estimates

- No fiscal impacts.
- Expenditures represent one-time costs:
- Legislation provides local option:
- Key variables cannot be estimated with certainty at this time:

Estimated revenue impacts to:

None

Estimated expenditure impacts to:

None

Part III: Preparation and Approval

Fiscal Note Analyst: Brandon Rountree	Phone: (360) 999-7103	Date: 03/18/2025
Leg. Committee Contact: Jarrett Sacks	Phone: 360-786-7448	Date: 03/06/2025
Agency Approval: Alice Zillah	Phone: 360-725-5035	Date: 03/18/2025
OFM Review: Courtney Kinney	Phone: 360 584 5705	Date: 03/19/2025

Part IV: Analysis

A. SUMMARY OF BILL

Description of the bill with an emphasis on how it impacts local government.

CHANGES BETWEEN THIS VERSION AND PREVIOUS BILL VERSION:

The changes made in the substitute version of the bill do not create fiscal impacts for local governments.

SUMMARY OF CURRENT BILL:

Overview: Allows a hospital employer and employee to mutually agree to waive a meal or rest period and the timing of those periods, subject to certain conditions.

Sec. 1 (Adds New Section)

Subsection (1) would outline the legislatures findings related to the importance of rest and meal breaks for health care workers.

Subsection (2) would outline the legislatures intent to clarify certain aspects of health care worker scheduling and protect their right to receive all rest and meal breaks.

Sec. 2 (Amends RCW 49.12.480)

Adds and removes language in subsection (1) (c) that would replace “one meal period” and “one rest period” with “one or more meal or rest periods”.

Adds language that would create subsections (1) (d) (i-iv):

Subsection (1) (d) (i) would allow an employer and employee to agree to waive if (A) the meal period falls within a work shift of less than eight hours; and (B) the second and/or third meal period falls within work shift of eight hours or longer. An employer and employee to agree to waive would also be allowed to waive otherwise applicable timing requirements for meal and rest periods, if the meal period starts no earlier than the third hour worked and no later than the second to last hour worked.

Subsection (1) (d) (ii) would require any waiver to be in a written or electronic recordkeeping format. Employers would be required to record the signed waiver in their electronic information system and ensure the record is retrievable upon request. The waiver would be required to include a summary of the applicable Department of Labor and Industries (L&I) rule and advise the employee that they could have other rights under the applicable provisions of a collective bargaining agreement. Employers would also be required to expressly advise the employee that any waiver under subsection (1) (d) is entirely voluntary. These waivers would be required to be agreed upon by both parties before the first shift in which it is relied upon. Any waiver could be revoked at any time by either party. These waivers would also be required to be submitted on a form agreed upon by both the employer and the collective bargaining organization which represents the employee.

Subsection (1) (d) (iii) would allow employers to inform employees of the meal and rest period waivers typically used by employees on the shifts they are working. Employers would be allowed to make these waivers available, if the waivers comply with subsection (d) (1).

Subsection (1) (d) (iv) would establish that a waived meal or rest period does not constitute a missed meal or rest period under RCW 49.12.483, as long as those waivers comply with subsection (1) (d).

Adds language to subsection (2) (b) (i) that would expand and clarify the requirements for the quarterly report that an employer must include in their quarterly report to L&I:

Subsection (2) (b) (I) (B) would require the inclusion of the total number of meal and rest periods waived by agreement under subsection (1) (d) of this section.

B. SUMMARY OF EXPENDITURE IMPACTS

Expenditure impacts of the legislation on local governments with the expenditure provisions identified by section number and when appropriate, the detail of expenditures. Delineated between city, county and special district impacts.

CHANGES IN EXPENDITURE IMPACTS BETWEEN THIS VERSION AND PREVIOUS BILL VERSION:

There were no changes made between versions that would change the impact of the bill.

EXPENDITURE IMPACTS OF CURRENT BILL:

This bill would have no impact on public hospital expenditures.

Public hospitals are currently allowed to collectively bargain, which includes the provisions authorized by this measure. Therefore, this fiscal note is assessed as “no impact.”

C. SUMMARY OF REVENUE IMPACTS

Revenue impacts of the legislation on local governments, with the revenue provisions identified by section number, and when appropriate, the detail of revenue sources. Delineated between city, county and special district impacts.

CHANGES IN REVENUE IMPACTS BETWEEN THIS VERSION AND PREVIOUS BILL VERSION:

There were no changes made between versions that would change the impact of the bill.

REVENUE IMPACTS OF CURRENT BILL:

This bill would have no impact on public hospital revenue.

SOURCES:

University of Washington Fiscal Note, HB 1879, (2025)