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**ENGROSSED SUBSTITUTE SENATE BILL 6105**

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AS AMENDED BY THE HOUSE

Passed Legislature - 2024 Regular Session

**State of Washington                      68th Legislature                      2024 Regular Session**

**By** Senate Labor & Commerce (originally sponsored by Senators Saldaña, Trudeau, Nguyen, Hunt, Lovelett, Pedersen, and C. Wilson)

READ FIRST TIME 01/30/24.

1            AN ACT Relating to creating safer working conditions in adult  
2 entertainment establishments; amending RCW 49.17.470; adding a new  
3 section to chapter 49.46 RCW; adding a new section to chapter 49.44  
4 RCW; adding a new section to chapter 66.24 RCW; creating a new  
5 section; and providing an effective date.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

7            **Sec. 1.** RCW 49.17.470 and 2019 c 304 s 1 are each amended to  
8 read as follows:

9            (1)(a) The department shall develop or contract for the  
10 development of training for entertainers. The training must include,  
11 but not be limited to:

12            (i) Education about the rights and responsibilities of  
13 entertainers, including with respect to working as an employee or  
14 independent contractor;

15            (ii) Reporting of workplace injuries, including sexual and  
16 physical abuse and sexual harassment;

17            (iii) The risk of human trafficking;

18            (iv) Financial aspects of the entertainer profession; and

19            (v) Resources for assistance.

20            (b) As a condition of receiving or renewing an adult entertainer  
21 license issued by a local government on or after July 1, 2020, an

1 entertainer must provide proof that the entertainer took the training  
2 described in (a) of this subsection. The department must make the  
3 training reasonably available to allow entertainers sufficient time  
4 to take the training in order to receive or renew their licenses on  
5 or after July 1, 2020.

6 (2)(a) An adult entertainment establishment must provide training  
7 to its employees other than entertainers to minimize occurrences of  
8 unprofessional behavior and enable employees to support entertainers  
9 in times of conflict.

10 (b) An establishment must require all employees other than  
11 entertainers to complete the training by the later of: (i) March 1,  
12 2025; or (ii) within 30 days of hiring for recorded content or 120  
13 days of hiring for live courses. Employees must complete the training  
14 at least every two years thereafter.

15 (c) The training content must be developed and provided by a  
16 third-party qualified professional with experience and expertise in  
17 personnel training. If possible, the training should be designed for  
18 use by adult entertainment establishments. When practicable, the  
19 training must be translated if necessary for one or more non-English-  
20 speaking employees to understand the training.

21 (d) The training topics must include, but are not limited to:

22 (i) Preventing sexual harassment, sexual discrimination, and  
23 assault in the workplace;

24 (ii) Information on how to identify and report human trafficking;

25 (iii) Conflict deescalation between entertainers, other  
26 employees, and patrons; and

27 (iv) Providing first aid.

28 (e) An adult entertainment establishment must offer entertainers  
29 the ability to opt in to trainings offered under this subsection.

30 (f) The department may require annual reporting on training  
31 required under this subsection in a manner determined by the  
32 department.

33 (3) An adult entertainment establishment must provide ((a)) an  
34 accessible panic button in each room in the establishment in which an  
35 entertainer may be alone with a customer, and in bathrooms and  
36 dressing rooms. An entertainer may use the panic button if the  
37 entertainer has been harmed, reasonably believes there is a risk of  
38 harm, or there is ((an other)) another emergency in the entertainer's  
39 presence. The entertainer may cease work and leave the immediate area  
40 to await the arrival of assistance. The establishment must provide to

1 the department, at least annually, proof of compliance with this  
2 subsection and maintenance records showing that panic buttons are  
3 maintained and checked to ensure they are in working condition.

4 ~~((3))~~ (4) (a) An adult entertainment establishment must record  
5 the ~~((accusations))~~ allegations it receives that a customer has  
6 committed sex trafficking, prostitution, promotion of prostitution,  
7 or an act of violence, including assault, sexual assault, or sexual  
8 harassment, towards an entertainer. The establishment must make every  
9 effort to obtain the customer's name and if the establishment cannot  
10 determine the name, it must record as much identifying information  
11 about the customer as is reasonably possible. The establishment must  
12 retain a record of the customer's identifying information and written  
13 detail about the incident for at least five years after the most  
14 recent ~~((accusation))~~ allegation.

15 (b) If an ~~((accusation))~~ allegation involving a customer is  
16 supported by a statement made under penalty of perjury or other  
17 evidence, the adult entertainment establishment must decline to allow  
18 the customer to return to the establishment for at least three years  
19 after the date of the incident. The establishment must share the  
20 information about the customer with other establishments with common  
21 ownership and those establishments with common ownership must also  
22 decline to allow the customer to enter those establishments for at  
23 least three years after the date of the incident. No entertainer may  
24 be required to provide such a statement.

25 (c) An establishment must have written policies and procedures  
26 for implementing the requirements of this subsection, which must  
27 include a process for employees and entertainers to record  
28 allegations involving a customer under this subsection. Upon the  
29 request of the department, an establishment must make written  
30 policies and procedures and any records under this subsection  
31 available for inspection by the department.

32 ~~((4))~~ (5) An adult entertainment establishment must provide at  
33 least one dedicated security person on the premises during operating  
34 hours whose primary duty is security, including monitoring  
35 interactions between entertainers and patrons. The department must  
36 adopt rules for requiring security persons to not have duties other  
37 than security during peak operating hours when necessary, and  
38 requiring additional security persons when necessary. The rules must  
39 take into account:

40 (a) The size of the establishment;

1 (b) The layout and floor plan of the establishment;

2 (c) The occupancy and patron volume;

3 (d) Security cameras and panic buttons;

4 (e) The history of security events at the establishment; and

5 (f) Other factors identified by the department.

6 (6) An adult entertainment establishment must:

7 (a) Provide appropriate cleaning supplies at all stage  
8 performance areas;

9 (b) Equip dressing or locker rooms for entertainers with a keypad  
10 requiring a code to enter; and

11 (c) Display signage at the entrance directing customers to  
12 resources on appropriate etiquette.

13 (7) An adult entertainment establishment must have written  
14 processes and procedures accessible to all employees and entertainers  
15 for:

16 (a) Responding to customer violence or criminal activity,  
17 including when police are called; and

18 (b) Ejecting customers who violate club policies, including  
19 intoxication or other inappropriate or illegal behavior.

20 (8)(a) For the purposes of enforcement, except for subsection (1)  
21 of this section, this section shall be considered a safety or health  
22 standard under this chapter.

23 (b) If an establishment is eligible for and applies for a license  
24 under chapter 66.24 RCW and any applicable rules, the liquor and  
25 cannabis board must notify the department. The department must  
26 conduct an inspection of the establishment to verify compliance with  
27 this section within 90 days of receipt of the notice under this  
28 subsection. The department must share information regarding  
29 violations of this section with the liquor and cannabis board.

30 (c) The liquor and cannabis board must notify the department if  
31 it observes a violation of subsection (3), (5), or (6) of this  
32 section on the premises of any establishment operating with a license  
33 under chapter 66.24 RCW.

34 ~~((5))~~ (9) This section does not affect an employer's  
35 responsibility to provide a place of employment free from recognized  
36 hazards or to otherwise comply with this chapter and other employment  
37 laws.

38 ~~((6) The department shall convene an entertainer advisory~~  
39 ~~committee to assist with the implementation of this section,~~  
40 ~~including the elements of the training under subsection (1) of this~~

1 section. At least half of the advisory committee members must be  
2 former entertainers who held or current entertainers who have held an  
3 adult entertainer license issued by a local government for at least  
4 five years. At least one member of the advisory committee must be an  
5 adult entertainment establishment which is licensed by a local  
6 government and operating in the state of Washington. The advisory  
7 committee shall also consider whether additional measures would  
8 increase the safety and security of entertainers, such as by  
9 examining ways to make the procedures described in subsection (3) of  
10 this section more effective and reviewing the fee structure for  
11 entertainers. If the advisory committee finds and recommends  
12 additional measures that would increase the safety and security of  
13 entertainers and that those additional measures would require  
14 legislative action, the department must report those recommendations  
15 to the appropriate committees of the legislature.

16 ~~(7))~~ (10) The definitions in this subsection apply throughout  
17 this section unless the context clearly requires otherwise.

18 (a) "Adult entertainment" means any exhibition, performance, or  
19 dance of any type conducted ~~((in))~~ within the view of one or more  
20 members of the public inside a premises where such exhibition,  
21 performance, or dance involves an entertainer, who ~~((:~~

22 ~~(i) Is))~~ is unclothed or in such attire, costume, or clothing as  
23 to expose to view any portion of the breast below the top of the  
24 areola or any portion of the pubic region, anus, ~~((buttocks,))~~ vulva,  
25 or genitals ~~((; or~~

26 ~~(ii) Touches, caresses, or fondles the breasts, buttocks, anus,~~  
27 ~~genitals, or pubic region of another person, or permits the touching,~~  
28 ~~caressing, or fondling of the entertainer's own breasts, buttocks,~~  
29 ~~anus, genitals, or pubic region by another person)), with ~~((the))~~ an  
30 intent to sexually arouse or excite another person.~~

31 (b) "Adult entertainment establishment" or "establishment" means  
32 any business to which the public, patrons, or members are invited or  
33 admitted where an entertainer provides adult entertainment to a  
34 member of the public, a patron, or a member.

35 (c) "Entertainer" means any person who provides adult  
36 entertainment within an adult entertainment establishment, whether or  
37 not a fee is charged or accepted for entertainment and whether or not  
38 the person is an employee under RCW 49.17.020.

39 (d) "Panic button" means an emergency contact device by which the  
40 entertainer may summon immediate on-scene assistance from another

1 entertainer, a security guard, or a representative of the (~~{adult}~~)  
2 adult entertainment establishment.

3 NEW SECTION. **Sec. 2.** A new section is added to chapter 49.46  
4 RCW to read as follows:

5 (1) No adult entertainment establishment may allow any person  
6 under the age of 18 on the premises. If an establishment serves  
7 alcohol, the establishment may not allow any person under the age of  
8 21 on the premises. This includes, but is not limited to, any  
9 employee, entertainer, contractor, or customer.

10 (2) Any leasing fee or other fee charged by an establishment to  
11 an entertainer must:

- 12 (a) Apply equally to all entertainers in a given establishment;
- 13 (b) Be stated in a written contract; and
- 14 (c) Continue to apply for a period of not less than three months  
15 with effective dates.

16 (3) An establishment may not charge an entertainer:

17 (a) Any fees or interest for late payment or nonpayment of any  
18 fee;

19 (b) A fee for failure to appear at a scheduled time;

20 (c) Any fees or interest that result in the entertainer carrying  
21 forward an unpaid balance from any previously incurred leasing fee;

22 (d) Any leasing fee in an amount greater than the entertainer  
23 receives during the applicable period of access to or usage of the  
24 establishment premises; or

25 (e) (i) Within an eight-hour period, any leasing fee that exceeds:

26 (A) The lesser of \$150 or 30 percent of amounts collected by the  
27 entertainer, excluding amounts collected for adult entertainment  
28 provided in a private performance area; and

29 (B) 30 percent of amounts collected by the entertainer for adult  
30 entertainment provided in a private performance area.

31 (ii) If an establishment charges an entertainer a leasing fee,  
32 the contract must include a method for estimating the total amount  
33 collected by the entertainer in any eight-hour period for the  
34 purposes of this subsection (e).

35 (4) This section does not prevent an establishment from providing  
36 leasing discounts or credits to encourage scheduling or charge  
37 leasing fees that vary based on the time of day.

38 (5) All establishments must display signage in areas designated  
39 for entertainers that entertainers are not required to surrender any

1 tips or gratuities and an establishment may not take adverse action  
2 against an entertainer in response to the entertainer's use or  
3 collection of tips or gratuities.

4 (6) No establishment may refuse to provide an entertainer with  
5 written notice of the reason or reasons for any termination or  
6 refusal to rehire the entertainer. Such notice must be provided  
7 within 10 business days of the termination or refusal to rehire the  
8 entertainer.

9 (7) The department may enforce subsections (2) through (6) of  
10 this section under the provisions of this chapter and any applicable  
11 rules. Any amounts owed to an entertainer under this section may be  
12 enforced as a wage payment requirement under RCW 49.48.082. Any other  
13 violation may be enforced as an administrative violation under this  
14 chapter and any applicable rules. The department must share  
15 information regarding violations of this section with the liquor and  
16 cannabis board.

17 (8) The department may adopt rules to implement this chapter.

18 (9) The department must adjust the dollar amount in subsection  
19 (3)(e) of this section every two years, beginning January 1, 2027,  
20 based upon changes in the consumer price index during that time  
21 period.

22 (10) For purposes of this section:

23 (a) "Adult entertainment" has the same meaning as in RCW  
24 49.17.470.

25 (b) "Adult entertainment establishment" or "establishment" has  
26 the same meaning as in RCW 49.17.470.

27 (c) "Entertainer" means any person who provides adult  
28 entertainment within an adult entertainment establishment, whether or  
29 not a fee is charged or accepted for entertainment and whether or not  
30 the person is an employee under RCW 49.46.010.

31 (d) "Leasing fee" means a fee, charge, or other request for money  
32 from an entertainer by an establishment in exchange for the  
33 entertainer's access or use of the establishment premises or for  
34 allowing an entertainer to conduct entertainment on the premises.

35 NEW SECTION. **Sec. 3.** A new section is added to chapter 49.44  
36 RCW to read as follows:

37 (1) A city with a population of more than 650,000 or a county  
38 with a population of more than 2,000,000 may not adopt or enforce  
39 ordinances or regulations that:

1 (a) Limit or prohibit an entertainer from collecting payment for  
2 adult entertainment from customers; or

3 (b) Restrict an entertainer's proximity or distance from others  
4 before or after any adult entertainment, or restrict the customer's  
5 proximity or distance from the stage during any adult entertainment,  
6 so long as there is no contact between the dancers and customers.

7 (2) For the purposes of this section:

8 (a) "Entertainer" has the same meaning as in RCW 49.17.470.

9 (b) "Entertainment" has the same meaning as "adult entertainment"  
10 in RCW 49.17.470.

11 (c) "Establishment" has the same meaning as "adult entertainment  
12 establishment" in RCW 49.17.470.

13 NEW SECTION. **Sec. 4.** A new section is added to chapter 66.24  
14 RCW to read as follows:

15 (1) The board may not adopt a rule or enforce any such rule  
16 restricting the exposure of body parts by any licensee under this  
17 title, its employees or patrons, or any other person under the  
18 control or direction of the licensee or an employee, or otherwise  
19 restricting sexually oriented conduct of any licensee under this  
20 title, its employees or patrons, or any other person under the  
21 control or direction of the licensee or an employee.

22 (2) This section may not be construed to permit conduct that is  
23 otherwise prohibited under other statutes in the Revised Code of  
24 Washington.

25 NEW SECTION. **Sec. 5.** The liquor and cannabis board shall repeal  
26 WAC 314-11-050 in its entirety. The liquor and cannabis board is  
27 preempted from adopting any similar rule as provided under section 4  
28 of this act.

29 NEW SECTION. **Sec. 6.** If any provision of this act or its  
30 application to any person or circumstance is held invalid, the  
31 remainder of the act or the application of the provision to other  
32 persons or circumstances is not affected.

33 NEW SECTION. **Sec. 7.** Sections 1 and 2 of this act take effect  
34 January 1, 2025.

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