

## **Washington: Employers Must Reimburse Employees for NSF Fees**

Effective June 8, 2022, when an employer pays an employee's wages via negotiable instrument (check, cashier's check, teller's check, traveler's check, or a certificate of deposit)—and it's returned because of nonsufficient funds (NSF)—the employer must reimburse for fees charged to the employee from their bank. To get reimbursed, the employee must show their employer the returned instrument (returned check, etc.) within 30 days of getting it. Employers are not required to reimburse the fee if they can show—through written confirmation from their bank—that the NSF was in error.

([HB 1794](#) signed by governor on March 11, 2022)

## Washington: Settlement Agreements Cannot Prohibit Employees from Disclosing Discrimination

Effective June 8, 2022, employers are prohibited from including nondisclosure and nondisparagement provisions in a settlement agreement with an employee if it prevents their disclosure of illegal acts of discrimination, harassment, retaliation, wage and hour violations, and sexual assault.

Prohibited nondisclosure and nondisparagement provisions:

- In agreements are related to conduct that happens at the workplace, at work-related events coordinated by or through the employer, between employees, or between an employer and an employee, whether on or off the employment premises.
- Include those contained in employment agreements, independent contractor agreements, agreements to pay compensation in exchange for the release of a legal claim, or any other agreement between an employer and an employee.

([HB 1795](#) signed by governor on May 24, 2022)