

Washington State Department of Labor & Industries Job Safety and Health Law It's the law! Employers must post this notice where employees can read it. (Chapter 49.17 RCW) All workers have the right to a safe and healthy workplace.

Employers must report all deaths, in-patient hospitalizations, amputations or loss of an eye. Report any work-related death or in-patient hospitalization to L&I's Division of Occupational Safety and Health (DOSH) within 8 hours.

Federal Minimum Wage \$7.25 PER HOUR BEGINNING JULY 24, 2025. The law requires employers to display this poster where employees can readily see it. OVERTIME PAY: At least 1.5 times the regular rate of pay for all hours worked over 40 in a workweek.

Equal Employment Opportunity RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin.

Genetics (GINA ACT) Title II of the Genetic Information Nondiscrimination Act of 2008 prohibits actions in employment based on discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

Employment Discrimination in Employment Protected Classes - Race - Color - National Origin - Sex - Creed - Disability - Sensory, Mental or Physical - HIV, AIDS, and Hepatitis C - Age (40 yrs old and older) - Marital Status - Pregnancy or maternity - Sexual Orientation or Gender Identity.

Family Medical Leave Act EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION LEAVE ENTITLEMENTS: The following employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons.

USERRA - FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System.

Polygraph Protection The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests. EXAMINEE RIGHTS: Where polygraph tests are permitted, they are subject to numerous strict limitations concerning the conduct and length of the test.

Paid Leave Paid time off. Peace of mind. Paid Family and Medical Leave provides paid time off when a serious health condition prevents you from working, when you need to care for a family member or a new child, or for certain military-related events. It's here for you when you need it most, so you can focus on what matters.

Unemployment Benefits Monday through Friday 8 a.m. to 4 p.m., except on state holidays. You may be eligible for UNEMPLOYMENT BENEFITS if you lose your job. Visit www.esd.wa.gov to apply and click "Sign in or create an account".

Public Accommodation PROHIBITED PRACTICES IN PUBLIC ACCOMMODATION: UNDER RCW 49.60.215, A PLACE OF PUBLIC ACCOMMODATION CANNOT: Refuse or withhold entrance; Charge a different rate or offer different terms and conditions of service.

Payday Notice PAYDAY IS ON MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY PAY SCHEDULE IS WEEKLY BI-WEEKLY SEMI-MONTHLY MONTHLY PAYCHECKS ARE ISSUED ON THE _____ AND _____ OF THE MONTH AT _____ TIME: _____

Emergency Notice AMBULANCE: _____ FIRE-RESCUE: _____ HOSPITAL: _____ PHYSICIAN: _____ ALTERNATE: _____ POLICE: _____ OSHA: _____ HAZARDOUS MATERIAL: _____

State Minimum Wage 2022 minimum wage: \$14.49 per hour Washington's minimum wage will be \$14.49 per hour beginning Jan. 1, 2022. Workers who are 14 or 15 years old may be paid 85% of the adult minimum wage, or \$12.32 per hour.

Domestic Violence Resources You can also find a program in your area that can help. Find out more about what kind of help is available at wscad.org/get-help-now. The Employment Security Department is an equal opportunity employer.

Workers Compensation Tell your health-care provider and your employer about your work-related injury or condition. The first step in filing a workers' compensation (industrial insurance) claim is to fill out a Report of Accident (ROA). You can do this online with FileFast (www.Lni.wa.gov/

Workers' Compensation Self-Insured To report an injury: If you should be injured on the job or develop an occupational disease, immediately report your injury or condition to the person designated below. Name: _____ Phone: _____

IRS Withholding If you can answer "yes"... You may need to file your own extra tax when you filed your last return, you may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details, get Publication 915, How to Adjust My Tax Withholding, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website.

Rights As A Worker Leave Laws Paid sick leave Most workers earn a minimum of one hour of paid sick leave for every 40 hours worked. This leave may be used beginning on the 90th calendar day of employment. Employees must provide employees with a statement that includes their accrued, used and available hours of this leave at least once per month.

Equal Pay Act The Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment. RETALIATION All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

Family and Medical Leave Act (FMLA) Administered by Washington Employment Security Department. Washington offers paid family and medical leave benefits to workers. This insurance program is funded by premiums paid by both employers and many employees. Workers are allowed to take up to 12 weeks, as needed, when they welcome a new child into their family, are struck by a serious illness or injury, need to take care of an ill or aging relative, and for certain military-connected events. As directed by the Legislature, premium assessment started on Jan. 1, 2019. For more information, see www.paidleave.wa.gov.

ProService HAWAII HR that powers your business. Made in USA. Washington State Human Rights Commission. Ambulance, Hospital, Alternate, OSHA, Fire-Rescue, Physician, Police, Hazardous Material.