

**FEDERAL MINIMUM WAGE** 

**BEGINNING JULY 24, 2009** 

The law requires employers to display this

poster where employees can readily see it.

At least 1<sup>1</sup>/<sub>2</sub> times the regular rate of pay for all hours worked

An employee must be at least 16 years old to work in most

declared hazardous by the Secretary of Labor, Youths 14 and

15 years old may work outside school hours in various nonmanufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural

non-farm jobs and at least 18 to work in non-farm jobs

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

FED

**OVERTIME PAY** 

**CHILD LABOR** 

employment. **TIP CREDIT** 

**PUMP AT WORK** 

DFPARTMEN<sup>®</sup>

UNITED STATES

OF LABOR

OF AMERICA

WA

over 40 in a workweek.

# LABOR LAWS

## **Since 1953**

# FEDERAL

# WASHINGTON

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EMPLOYEE RIGHTS	FED U.S. Equal Employment Opportunity Commission		FED EMPLOYEE RIGHTS	
UNDER THE FAIR LABOR STANDARDS ACT	Know Your Rights: Workplace Discrimination is Illegal		EMPLOYEE POLYGRAPH PROTECTION ACT	
EDERAL MINIMUM WAGE ENFORCEMENT The Department has authority to recover back wages	The U.S. Equal Employment Opportunity Commission discrimination in employment. If you believe you've be	(EEOC) enforces Federal laws that protect you from	The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.	The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.
\$7.25 PER HOUR and an equal amount in liquidated damages in instances	job, the EEOC may be able to help.	een dischininated against at work of in apprying for a	PROHIBITIONS	The law does not preempt any provision of any State or local law or any collective bargaining
of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal	Who is Protected?	with the Federal Government. If you are applying for a job	Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an	agreement which is more restrictive with respect to lie detector tests.
prosecution. Employers may be assessed civil money	Employees (current and former), including managers and     tomporary amployees	with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from	employee or prospective employee for refusing to take a test or for exercising other rights under	EXAMINEE RIGHTS
we requires employers to display this penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil	temporary employees     Job applicants	discrimination on the following bases:	the Act. EXEMPTIONS	Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the
r where employees can readily see it. money penalties may also be assessed for violations of	Union members and applicants for membership in a	Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin	Federal, State and local governments are not affected by the law. Also, the law does not apply	right to a written notice before testing, the right to refuse or discontinue a test, and the right not
<b>ME PAY</b> the FLSA's child labor provisions. Heightened civil money	What Types of Employment Discrimination are Illegal?	Executive Order 11246, as amended, prohibits employment	to tests given by the Federal Government to certain private individuals engaged in national	to have test results disclosed to unauthorized persons.
<sup>2</sup> times the regular rate of pay for all hours worked a workweek. penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee,	Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:	discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national	security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector,	<b>ENFORCEMENT</b> The Secretary of Labor may bring court actions to restrain violations and assess civil penalties
and such assessments may be doubled when the violations	Race	origin, and requires affirmative action to ensure equality of	subject to restrictions, to certain prospective employees of security service firms (armored car,	against violators. Employees or job applicants may also bring their own court actions.
yee must be at least 16 years old to work in most prohibits retaliating against or discharging workers who file a	Color     Religion	opportunity in all aspects of employment. Asking About, Disclosing, or Discussing Pay	alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.	HERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.
jobs and at least 18 to work in non-farm jobs complaint or participate in any proceeding under the FLSA.	National origin	Executive Order 11246, as amended, protects applicants and	THE LAW REQUIRES ENFLOTERS TO DISPLAT THIS POSTER W	TIERE ENT EVILES AND JOD AF PEICANTS CAN READILT SEE II.
Id may work outside school hours in various non- ADDITIONAL INFORMATION	Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)	employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or		
uring, non-mining, non-hazardous jobs with certain • Certain occupations and establishments are exempt	Age (40 and older)	the compensation of other applicants or employees.		
rs restrictions. Different rules apply in agricultural from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to	<ul> <li>Disability</li> <li>Genetic information (including employer requests for,</li> </ul>	<b>Disability</b> Section 503 of the Rehabilitation Act of 1973, as amended,		1-866-487-9243 3OR <u>www.dol.gov/agencies/whd</u>
the pump at work requirements.	or purchase, use, or disclosure of genetic tests, genetic	protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe	DEPARTMENT OF LABOR UNITED STATES OF AMERICA WHD WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LAB	BOR www.dol.gov/agencies/whd
s of "tipped employees" who meet certain Samoa, the Commonwealth of the Northern Mariana	<ul> <li>services, or family medical history)</li> <li>Retaliation for filing a charge, reasonably opposing</li> </ul>	benefits, job training, classification, referral, and other aspects		
s may claim a partial wage credit based on tips by their employees. Employers must pay tipped	discrimination, or participating in a discrimination lawsuit, investigation, or proceeding	of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known		WH1462
s a cash wage of at least \$2.13 per hour if they • Some state laws provide greater employee	Interference, coercion, or threats related to exercising	physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue		
o credit against their minimum wage obligation. If protections; employers must comply with both.	rights regarding disability discrimination or pregnancy accommodation	hardship to the employer. Section 503 also requires that Federal		REV. 02/2022
\$2.13 per hour do not equal the minimum hourly "independent contractors" when they are actually	What Organizations are Covered?	contractors take affirmative action to employ and advance in employment gualified individuals with disabilities at all levels of	V - V - V - V - V - V - V - V - V - V -	. <b>V</b>
employer must make up the difference. employees under the FLSA. It is important to know	<ul> <li>Most private employers</li> <li>State and local governments (as employers)</li> </ul>	employment, including the executive level.		
TWORK the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum	Educational institutions (as employers)	Protected Veteran Status The Vietnam Era Veterans' Readiustment Assistance Act of	YOUR EMPLOYEE RIGHTS UNDER TH	IE FAMILY AND MEDICAL LEAVE ACT
requires employers to provide reasonable break nursing employee to express breast milk for their	Unions     Staffing agencies	1974, as amended, 38 U.S.C. 4212, prohibits employment		
nursing employee to express breast milk for their classified independent contractors are not.	What Employment Practices can be Challenged as	discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently	What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible	You <b>do not have to share a medical diagnosis</b> but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA
pyee needs to express breast milk. Employers must place, other than a bathroom, that is shielded from	Discriminatory?	separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge	employees with <b>job-protected leave</b> for qualifying family and medical reasons. The	protection. You must also inform your employer if FMLA leave was previously
iess than the minimum wage under special certificates	All aspects of employment, including: • Discharge, firing, or lay-off	veterans, or Armed Forces service medal veterans.	U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for	taken or approved for the same reason when requesting additional leave.
y be used by the employee to express breast milk. issued by the Department of Labor.	Harassment (including unwelcome verbal or physical conduct)	Retaliation	Eligible employees can take <b>up to 12 workweeks</b> of FMLA leave in a 12-month period	Your <b>employer <u>may</u> request certification</b> from a health care provider to verify medical leave and may request certification of a qualifying exigency.
	Hiring or promotion	Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or	for:	The FMLA does not affect any federal or state law prohibiting discrimination or
MENT R INTATES ICA WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR UNITED STATES DEPARTMENT	<ul> <li>Assignment</li> <li>Pay (unegual wages or compensation)</li> </ul>	otherwise opposes discrimination by Federal contractors under these Federal laws.	The birth, adoption or foster placement of a child with you,	supersede any state or local law or collective bargaining agreement that provides
R UNITED STATES DEPARTMENT	Failure to provide reasonable accommodation for a	Any person who believes a contractor has violated its	Your serious mental or physical health condition that makes you unable to work	greater family or medical leave rights. State employees may be subject to certain limitations in pursuit of direct lawsuits
ICA OF LABOR	disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance	nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:	<ul> <li>To care for your spouse, child or parent with a serious mental or physical health</li> </ul>	regarding leave for their own serious health conditions. Most federal and certain
WH1088	or practice	The Office of Federal Contract Compliance Programs (OFCCP)	condition, and	congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.
	Benefits     Job training	U.S. Department of Labor 200 Constitution Avenue, N.W.	Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.	
REV. 04/2023	Classification	Washington, D.C. 20210 1–800–397–6251 (toll-free)	An eligible employee who is the spouse, child, parent or next of kin of a covered	What does my employer need to do? If you are eligible for FMLA leave, your employer must:
Y ^ W ^ W ^ W ^ W ^ W ^ W ^ W ^ W ^ W ^	<ul> <li>Referral</li> <li>Obtaining or disclosing genetic information of employees</li> </ul>	If you are deaf, hard of hearing, or have a speech disability,	servicemember with a serious injury or illness <b>may take up to 26 workweeks</b> of FMLA leave in a single 12-month period to care for the servicemember.	Allow you to take job-protected time off work for a qualifying reason,
	Requesting or disclosing medical information of	please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online	You have the right to use FMLA leave in <b>one block of time</b> . When it is medically	Continue your group health plan coverage while you are on leave on the same
Department of Labor & Industries	employees     Conduct that might reasonably discourage someone from	to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/,	necessary or otherwise permitted, you may take FMLA leave intermittently in	<ul> <li>basis as if you had not taken leave, and</li> <li>Allow you to return to the same job, or a virtually identical job with the same</li> </ul>
	opposing discrimination, filing a charge, or participating in an investigation or proceeding	or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government,	separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information.	pay, benefits and other working conditions, including shift and location, at the
Announcement	Conduct that coerces, intimidates, threatens, or interferes	Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact.	FMLA leave is <b>not paid leave</b> , but you may choose, or be required by your employer,	end of your leave.
2025 minimum wage:	with someone exercising their rights, or someone assisting or encouraging someone else to exercise		to use any employer-provided paid leave if your employer's paid leave policy covers	Your <b>employer <u>cannot</u> interfere with your FMLA rights</b> or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate
-	rights, regarding disability discrimination (including accommodation) or pregnancy accommodation	PROGRAMS OR ACTIVITIES RECEIVING	the reason for which you need FMLA leave.	against you for requesting FMLA leave or cooperating with a WHD investigation.
\$16.66 per hour	What can You Do if You Believe	FEDERAL FINANCIAL ASSISTANCE	Am I eligible to take FMLA leave?	After becoming aware that your need for leave is for a reason that may qualify under
Washington's minimum wage will be \$16.66 per hour beginning Jan. 1, 2025.	Discrimination has Occurred?	Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act	<ul> <li>You are an eligible employee if <u>all</u> of the following apply:</li> <li>You work for a covered employer,</li> </ul>	the FMLA, your <b>employer must confirm whether you are eligible</b> or not eligible for FMLA leave. If your employer determines that you are eligible, your <b>employer must</b>
Workers who are 14 or 15 years old may be paid 85% of the adult minimum wage, or \$14.16 per	Contact the EEOC promptly if you suspect discrimination. Do not	of 1964, as amended, Title VI of the Civil Rights Act of 1964, as	<ul> <li>You have worked for your employer at least 12 months,</li> </ul>	notify you in writing:
hour.	delay, because there are strict time limits for filing a charge of	amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal	• You have at least 1,250 hours of service for your employer during the 12 months	About your FMLA rights and responsibilities, and
For more information about Washington's minimum wage law, see the required workplace poster	discrimination (180 or 300 days, depending on where you live/		before your leave, and	How much of your requested leave, if any, will be FMLA-protected leave.

Your Rights as a Worker or visit Lni.wa.gov/workers-right

**NOTICE:** This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an mployee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

#### THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

WA

It's the law!

Meal period

Breaks

Employers must post this notice where employees can read it.

Workers must be paid the Washington minimum wage

Overtime pay is due when working more than 40 hours

Workers who are 14 or 15 may be paid 85% of the minimum wage

Most workers must be paid one and one-half times their regular rate of pay for all hours

Most workers are entitled to a 30-minute unpaid meal period if working more than

five hours in a day. If you must remain on duty during your meal period, you must

be paid for the 30 minutes. Agricultural workers are entitled to a second 30-minute

Most workers are entitled to a 10-minute paid rest break for each four hours

Agricultural workers must have a 10-minute paid rest break within each four-

worked and must not work more than three hours without a break.

Workers must be paid at least once a month on a regularly scheduled payday. Your

employer must give you a pay statement showing the number of hours worked, rate

of pay, number of piece work units (if piece work), gross pay, the pay period and all

unpaid meal period if they work more than 11 hours in a day. Learn more at

If you are under 18, see "Teen Corner" at right.

For more information regarding authorized deductions, go to

www.Lni.wa.gov/Wages and click on "Paycheck deductions."

Wage and Overtime Laws

tips to employees

worked over 40 in a fixed seven-day workweek.

www.Lni.wa.gov/MealAndRestBreaks

hour period of work

**Pay Requirements** 

**Regular Payday** 

deductions taken

Workers Need Meal and Rest Breaks

#### **Department of Labor & Industries** Your Rights as a Worker

#### **Equal Pay and Opportunities Act**

www.Lni.wa.gov/EqualPay.

Under this law, your employer is prohibited from providing unequal pay or career advancement opportunities based on gender. You also have the right to disclose, compare, or discuss your wages or the wages of other employees. Your employer cannot take any adverse action against you for discussing wages, filing a complaint, or exercising other protected rights under the Equal Pay and Opportunities Act. Employer also are prohibited from requesting a job applicant's wage or salary history, except unde Most workers who are 16 years of age or older must be paid at least the certain circumstances, and cannot require an applicant's wage or salary history meet minimum wage for all hours worked. See **www.Lni.wa.gov/MinWage**. certain criteria. Job applicants also have the right to certain salary information if the employer has 15 or more employees. For more information or to file a complaint, go to Tips cannot be counted as part of the minimum wage. Employers must pay all

Teen Corner — Information for Workers Ages 14–17

The minimum age for work is generally 14, with different rules for ages 14-15 and ages 16-17 Employers must have a minor work permit to employ teens. This equirement applies to family members except on family farms. Teens do not need a work permit

Teens are required to have authorization forms signed before they begin working. For summer employment, parents must sign the Parent Authorization for Summer Work form. If you work during the school year, a parent and a school official must sign the Parent/School Authorization

Many jobs are not allowed for anyone under 18 because they are not safe. Work hours are limited for teens, with more restrictions on work hours during school weeks

#### Meal and rest breaks for teen

In agricultural work, teens of any age get a meal period of 30 minutes if working more than five hours, and a 10-minute paid break for each four hours worked. In all other industries, teens who are 16 or 17 must have a 30-minute meal period if working more than five hours, and a 10-minute paid break for each four hours worked. They must have the rest break at least every three hours.

Teens who are 14 or 15 must have a 30-minute meal period no later than the end of the fourth hour, and a 10-minute paid break for every two hours worked.

To find out more about teens in the workplace: www.Lni.wa.gov/TeenWorkers, 1-866-219-7321, TeenSafety@Lni.wa.gov

#### 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. Employers must provide employees with a statement that includes their accrued. used and available hours of this leave at least once per month. This information may be provided on your regular pay statement or as a separate notification. Workers must be allowed to carry over a minimum of 40 hours of any unused naid sick leave to the following year. For details on authorized use, accrual details, and eligibility, see www.Lni.wa.gov/SickLeave

Washington Family Care Act: Use of paid leave to care for sick family Employees are entitled to use their choice of any employer provided paid leave (sick, vacation, certain short-term disability plans, or other paid time off) to care for:

- A child with a health condition requiring treatment or supervision; A spouse, parent, parent-in-law, or grandparent with a serious health condition or an emergency health condition; and
- Children 18 years and older with disabilities that make them incapable of self-care

## For more information, see www.Lni.wa.gov/FamilyCareAct.

Leave for victims of domestic violence, sexual assault or stalking Victims and their family members are allowed to take reasonable leave from work for legal or law enforcement assistance, medical treatment, counseling, relocation, neetings with their crime victim advocate, or to protect their safety. Employers are also equired to provide reasonable safety accommodations to victims. For more information, ee www.Lni.wa.gov/DVLeave

#### Leave for military spouses during deployment

Spouses or registered domestic partners of military personnel who receive notice to deploy or who are on leave from deployment during times of military conflict may take a

#### Administered by other agencies

Paid Family and Medical Leave: 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 employees and many employers. 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 ailing relative, and for certain military connected events, www.paidleave.wa.gov

Pregnancy disability leave: Enforced by the Washington State Human Rights ommission under the Washington State Law Against Discrimination (WLAD). www.hum.wa.gov or 1-800-233-3247

Family and Medical Leave Act: Administered by the U.S. Department of Labor. Eligible employees can enforce their right to protected family and medical leave under the FMLA by contacting the Department of Labor at www.dol.gov/whd/fmla or 1-866-487-9243.

### Contact L&I

For more information or assistance

回協回 www.Lni.wa.gov/workers-rights Call: 1-866-219-7321, toll-fre Visit: www.Lni.wa.gov/Offices Email: ESgeneral@Lni.wa.gov

About required workplace posters

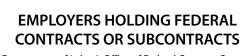
Go to www.Lni.wa.gov/RequiredPosters to learn more about workplace posters

an inquiry through the EEOC's public portal: Submit https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free) Call 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) Visit an EEOC field office (information at

work). You can reach the EEOC in any of the following ways

#### www.eeoc.gov/field-office) info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov



The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business



E-Mail

FY25-148

REV. 09/2024

#### 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.

#### Nearly every Washington worker—whether you work full time or part time in a small to large business—is How it works eligible for up to 12 weeks of Paid Family and Medical Leave. You need to work 820 hours in Washington, or

about 16 hours per week, over the course of about a year. You can get up to 16 weeks if you have family and medical events in the same year, or up to 18 weeks in some cases. Leave doesn't have to be taken all at once. You can use these weeks within your "claim year," which starts when you apply and then runs for the next 52 weeks. When that claim year expires you can then be eligible for leave again.

You apply for leave with the Employment Security Department and will get partial wage replacement, up to 90 percent of your typical pay, capped at \$1,542 per week.

#### Your rights If you meet the requirements, you have the right to take paid time off using Paid Family and Medical Leave.

If you qualify for Paid Family and Medical Leave, your employer cannot prevent you from taking it. Your employer also cannot require you to use other types of leave, such as sick or vacation days, before or after taking Paid Family and Medical Leave. The program is funded by premiums shared between workers and many employers. The premium is 0.92% of your wage. You may pay about 71.52% of that total, and your employer (if they have 50 or more employees) pays the rest. A calculator to estimate premiums is available on our website.

To file a complaint against your employer about Paid Family and Medical Leave, email or call our Customer Care Team at paidleave@esd.wa.gov or (833) 717-2273.

You may also contact the Office of the Paid Family and Medical Leave Ombuds. The Ombuds is appointed by the governor and serves as a neutral, independent third party to help workers and employers in their dealings with the Department. The Office of the Ombuds investigates, reports on and helps settle complaints about service deficiencies and concerns with the Paid Family and Medical Leave program. Learn more at www.paidleaveombuds.wa.gov or call the Ombuds' office at 844-395-6697.



#### **Department of Labor & Industries**

**Notice to Employees** 

#### It's the law!

#### Employers must post this notice where employees can read it.

Report your injury to:

Tell your health-care provider and your employer about

your work-related injury or condition. The first step in

is to fill out a Report of Accident (ROA). You can do this

online with FileFast (**Lni.wa.gov/FileFast**), by phone at

1-877-561-FILE, or on paper in your doctor's office. Filing

online or by phone speeds the claim and reduces hassle.

File your claim as soon as possible. For an on-the-job

injury, you must file a claim and the Department of Labor &

filing a workers' compensation (industrial insurance) claim

Every worker is entitled to workers' compensation benefits. You cannot be penalized or discriminated against for filing a claim. For more information, call toll-free 1-800-547-8367.

#### If a job injury occurs

WA

Your employer is insured through the Department of Labor & Industries' workers' compensation program. If you are injured on the job or develop an occupational disease, you are entitled to workers' compensation benefits

Industries (L&I) must receive it within one year after the day the injury occurred. For an occupational disease, you must Benefits include: file a claim and L&I must receive it within two years following Medical care. Medical expenses resulting from your the date you are advised by a health-care provider in writing workplace injury or disease are covered by the workers' that your condition is work related.

compensation program. **Disability income.** If your work-related medical condition prevents you from working, you may be eligible for benefits

Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financia assistance.

### Individuals with Disabilities

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the iob.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

REV. 06/27/2023

REV. 12/2024

FED

How do I request FMLA leave?

Generally, to request FMLA leave you must:

### 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. USERRA also prohibits employers from discriminating against past and present members of the uniformed

#### **REEMPLOYMENT RIGHTS**

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

Your employer has at least 50 employees within 75 miles of your work location.

You work for a private employer that had at least 50 employees during at least

You work for an elementary or public or private secondary school, or

agency. Most federal employees are covered by Title II of the FMLA,

You work for a public agency, such as a local, state or federal government

Airline flight crew employees have different "hours of service" requirements.

You work for a covered employer if one of the following applies:

20 workweeks in the current or previous calendar year,

administered by the Office of Personnel Management.

Follow your employer's normal policies for requesting leave,

Give notice at least 30 days before your need for FMLA leave, or

If advance notice is not possible, give notice as soon as possible.

- you ensure that your employer receives advance written or verbal notice of your service;
- you have five years or less of cumulative service in the uniformed services while with that particular employer;
- you return to work or apply for reemployment in a timely manner after conclusion of service; and
  - you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

#### **RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION** If you

/ -			
	are a past or present member of the uniformed service;	•	are obligated to serve in the uniformed service;
	have applied for membership in		

- the uniformed service; or then an employer may not deny you:
- initial employment;
- promotion; or any benefit of employment reemployment:
- retention in employment;

#### because of this status.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection

REV. 04/2023 services, and applicants to the uniformed services. **HEALTH INSURANCE PROTECTION** If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. ENFORCEMENT The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra. If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address:

https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590



## Department of Labor & Industries, Division of Occupational Safety and Health **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.

Employees — Your employer must protect you from hazards you encounter on the job, tell you about them and provide training.

#### Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code

SCAN ME

WH1420

to learn about our WHD complaint process.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

