

FED

EMPLOYEE RIGHTS
UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY
At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR
An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT
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 employer'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.

PUMP AT WORK
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.

DEPARTMENT OF LABOR
UNITED STATES OF AMERICA

WHD

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
www.dol.gov/agencies/whd

WH1086

REV. 04/2023

15

WA

Department of Labor & Industries
Announcement

2025 minimum wage:

\$16.66 per hour

Washington's minimum wage will be \$16.66 per hour beginning Jan. 1, 2025.

Workers who are 14 or 15 years old may be paid 85% of the adult minimum wage, or \$14.16 per hour.

For more information about Washington's minimum wage law, see the required workplace poster [Your Rights as a Worker](#) or visit [Lni.wa.gov/workers-rights](#).

FY25-148

REV. 09/2024

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WA

Department of Labor & Industries
Your Rights as a Worker

It's the law!
Employers must post this notice where employees can read it.

Wage and Overtime Laws
Workers must be paid the Washington minimum wage.

- Most workers who are 16 years of age or older must be paid at least the minimum wage for all hours worked. See [www.Lni.wa.gov/MinWage](#).
- Workers who are 14 or 15 may be paid 85% of the minimum wage.
- Tips cannot be counted as part of the minimum wage. Employers must pay tip to employees.

Overtime pay is due when working more than 40 hours
Most workers must be paid one and one-half times their regular rate of pay for all hours worked over 40 in a 168-hour workweek.

Worked Near Meal and Rest Breaks
Meal period
Most workers are entitled to a 30-minute unpaid meal period if working more than five hours in a day. If you must work on a day during your meal period, you must be paid for the 30 minutes. Agricultural workers are entitled to a second 30-minute unpaid meal period if they work more than 11 hours in a day. Learn more at [www.Lni.wa.gov/MealAndRestBreaks](#).

Breaks

- Most workers are entitled to a 10-minute paid rest break for each four hours worked and must work more than three hours without a break.
- Agricultural workers must have a 10-minute paid rest break without their four-hour period of work.
- If you are under 18, see "Teen Corner" at right.

Pay Requirements
Workers must be paid at least once a month on a regularly scheduled payday. Your employer must give you a statement showing the number of hours worked, rate of pay, number of pieces worked (if piece work), gross pay, the pay period and all deductions taken.

For more information regarding authorized deductions, go to [www.Lni.wa.gov/Wages](#) or search on "Paycheck deductions". 1-866-219-7321, [lincsafety@lni.wa.gov](#)

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. These requirements apply 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 Employment Authorization form. If you work during the school year, a parent and a school official must sign the Parent School Authorization form.
- Many jobs are not allowed for anyone under 18 because they are not safe.
- Work hours are limited for teens, with restrictions on work hours during school weeks.

Meal and rest breaks for teens

- In agricultural work, teens who are 16 or 17 must get a 30-minute meal period 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, visit [www.Lni.wa.gov/TeenWorkers](#), 1-866-219-7321, [lincsafety@lni.wa.gov](#)

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 employers and many employees. Workers are allowed to take up to 12 weeks, as needed, when they welcome a new child into their family, or when they care for a seriously injured, need to take care of an ill or aging relative, and for certain military obligations; see [www.paidleave.wa.gov](#).

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

Family Medical Leave Act: Administered by the U.S. Department of Labor. Eligible employees can collect 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

Online: [www.Lni.wa.gov/workers-rights](#)

Call: 1-866-219-7321, toll-free

Visit: [www.Lni.wa.gov/Offices](#)

Email: [ESG@lni.wa.gov](#)

About required workplace posters

Go to [www.Lni.wa.gov/RequiredPosters](#) to learn more about workplace posters from L&I and other government agencies.

Human trafficking is against the law

For more information, call the National Human Trafficking Resource Center at 1-800-373-7088, or visit the Washington State Office of Crime Victims Advocacy at 1-800-622-1067.

Upon request, foreign language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 711. L&I is an equal opportunity employer.

PUBLICATION F700-074-000

REV. 09/2023

17

WA

Employee Free Choice Act
RCW 49.44.250

Required religious or political meetings—Employee rights—Exceptions—Notice—Definitions.

(1) Except as provided in subsections (2) and (3) of this section, any employer, including the state and any political subdivision of the state, who has authority to discipline or threaten to subject any employee to discipline or discharge, or otherwise penalize or take any adverse employment action against an employee:

- (a) On account of the employee's refusal to:
 - (i) Attend or participate in an employer-sponsored religious or political meeting or activity, or
 - (ii) Participate, or designate, the primary purpose of which is to communicate the employee's opinion concerning religious or political activities, or
 - (iii) Listen to or view religious communications, including electronic communications, the primary purpose of which is to communicate the employee's opinion concerning religious or political activities.
- (b) As a means of requiring an employee to attend a meeting or participate in communications described in (a) of this subsection, or
- (c) Because the employee, or a person acting in behalf of the employee, makes a good faith request, orally or in writing, of a violation or a suspected violation of this section. This subsection (1)(b) does not apply if the employee knows that the request is false.

(2) This section does not:

- (a) Prohibit an employer or its agent, representative, or designee from communicating to an employee any information that the employer is required by law to communicate, but only to the extent of the legal requirement;

(3) Limit the rights of an employer to offer meetings, forums, or other communications about religious or political matters for which attendance or participation is strictly voluntary;

(4) Limit the rights of an employer or its agent, representative, or designee from communicating to its employees any information, or requiring employee attendance at a meeting or other event, that is necessary for the employer to perform their lawfully required job duties;

(5) Prohibit an employer or its agent, representative, or designee from requiring its employees to attend any training intended to reduce and prevent workplace harassment or discrimination;

(6) The provisions of this section do not apply to a religious corporation, entity, association, educational institution, or society that is exempt from the requirements of Title VII of the civil rights act of 1964 pursuant to 42 U.S.C. Sec. 2000e-1(a), with respect to speech or religious matters to employees who perform work connected with the activities undertaken by such religious corporation, entity, association, educational institution, or society;

(7) An approved employee may bring a civil action in superior court to enforce this section no later than 90 days after the date of the alleged violation. The court may award a prevailing employee all appropriate relief, including injunctive relief, reinstatement to the employee's former position or an equivalent position, back pay and reinstatement of any employee benefits, including seniority, to which the employee would otherwise have been eligible if the violation had not occurred, and any other appropriate relief as considered necessary by the court.

(8) Limit the rights of an employee to offer meetings, forums, or other communications about religious or political matters for which attendance or participation is strictly voluntary;

(9) Limit the rights of an employer or its agent, representative, or designee from communicating to its employees any information, or requiring employee attendance at a meeting or other event, that is necessary for the employer to perform their lawfully required job duties;

(10) Prohibit an employer or its agent, representative, or designee from requiring its employees to attend any training intended to reduce and prevent workplace harassment or discrimination;

(11) "Religious matters" means matters relating to religious affiliation and practice, and the decision to join or support any religious organization or association.

(12) "Political matters" means matters relating to religious affiliation and practice, and the decision to join or support any religious organization or association.

NOTES:

- Interest—2024 357:01 The legislature recognizes that freedom of speech is a foundational ideal that is central to this nation's identity.
- The legislature intends that workers be protected from retaliation by certain employers when the worker chooses to perform their job duties instead of listening to the employer's speech on religious or political matters.
- 2024 357:02 2024 357:03 This act may be known and cited as the employee free choice act. [2024 c 357 s 1.]

Learn more and apply at [paidleave.wa.gov](#)

Washington
Paid Family & Medical Leave

REV. 12/2024

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WA

State Law Prohibits Discrimination in Employment

Protected Classes

- Race
- Color
- National Origin
- Sex
- Creed
- Disability—Physical, Mental or Physical
- HIV, AIDS, and Hepatitis C
- Age (40 yrs old and older)
- Marital status
- Pregnancy or maternity
- Sexual Orientation or Gender identity
- Use of a service animal by a person with a disability
- Honorably discharged Veteran or Military status
- Retaliation for filing a whistleblower complaint with the state auditor
- Retaliation for filing a nursing home abuse complaint
- Retaliation for opposing an unfair practice
- Use discriminatory employment application forms, or make discriminatory inquiries in connection with prospective employment.

LABOR UNIONS MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS.
FOR EXAMPLE, A LABOR UNION CANNOT:

- Deny membership or membership rights and privileges
- Expel from membership
- Fail to represent a person in the collective bargaining unit.

EMPLOYMENT AGENCIES MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS.
FOR EXAMPLE, AN EMPLOYMENT AGENCY MAY NOT:

- Discriminate in classification or referrals for employment
- Print or circulate any discriminatory statement, advertisement, or publication
- Use discriminatory employment application forms, or make discriminatory inquiries in connection with prospective employment.

If you have been discriminated against, please call or go to:
1-800-233-3247 or [www.hum.wa.gov](#)

WASHINGTON STATE HUMAN RIGHTS COMMISSION

REV. 04/2015

19

WA

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WASHINGTON STATE HUMAN RIGHTS COMMISSION

REV. 04/2015

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U.S. Equal Employment Opportunity Commission
Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected?

- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

- Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:
 - Race
 - Color
 - Religion
 - National origin
 - Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
 - Age (40 and older)
 - Disability
 - Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests; genetic services; or family medical history)
 - Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
 - Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation
- Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

What Organizations are Covered?

- Most private employers
- State and local governments (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

What Employment Practices can be Challenged as Discriminatory?

- All aspects of employment, including:
 - Recruiting, hiring, or lay-off
 - Harassment (including unwelcome verbal or physical conduct)
 - Hiring or promotion
 - Assignment
 - Pay (unequal wages or compensation)
 - Failure to provide reasonable accommodation for a disability, pregnancy, childbirth, or related medical condition, or a sincerely-held religious belief, observance, or practice
 - Benefits
 - Job training
 - Classification
 - Obtaining or disclosing genetic information of employees
 - Requesting or disclosing medical information of employees
 - Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding
 - Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone resisting or encouraging someone else to exercise theirs, regarding disability discrimination (including accommodation) or pregnancy accommodation

What can You Do if You Believe Discrimination has Occurred?

- Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on when you live/work). You can reach the EEOC in any of the following ways:
 - Inquiring through the EEOC's public portal: [https://publicportal.eeoc.gov/Portal/Login.aspx](#)
 - By phone: 1-800-669-4000 (toll-free)
 - By phone: 1-800-669-6820 (TTY)
 - By phone: 1-844-234-5122 (ASL video phone)
 - By email: [eoc@eeoc.gov](#) or [eeoc@eeoc.gov](#)
 - By mail: [www.eeoc.gov](#)
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DEPARTMENT OF LABOR
UNITED STATES OF AMERICA

WHD

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
www.dol.gov/agencies/whd

WH1086

REV. 06/27/2023

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WA

Department of Labor & Industries
Your Rights as a Worker

It's the law!
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Overtime pay is due when working more than 40 hours
Most workers must be paid one and one-half times their regular rate of pay for all hours worked over 40 in a 168-hour workweek.

Worked Near Meal and Rest Breaks
Meal period
Most workers are entitled to a 30-minute unpaid meal period if working more than five hours in a day. If you must work on a day during your meal period, you must be paid for the 30 minutes. Agricultural workers are entitled to a second 30-minute unpaid meal period if they work more than 11 hours in a day. Learn more at [www.Lni.wa.gov/MealAndRestBreaks](#).

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Contact L&I

For more information or assistance

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Call: 1-866-219-7321, toll-free

Visit: [www.Lni.wa.gov/Offices](#)

Email: [ESG@lni.wa.gov](#)

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PUBLICATION F700-074-000

REV. 09/2023

22

WA

Department of Labor & Industries
Notice to Employees
It's the law!
Employers must post this notice where employees can read it.

Learn more and apply at [paidleave.wa.gov](#)

Washington
Paid Family & Medical Leave

REV. 12/2024

23

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Washington
Paid Family & Medical Leave

REV. 12/2024

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 - Race
 - Color
 - Religion
 - National origin
 - Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
 - Age (40 and older)
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 - Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests; genetic services; or family medical history)
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 - Hiring or promotion
 - Assignment
 - Pay (unequal wages or compensation)
 - Failure to provide reasonable accommodation for a disability, pregnancy, childbirth, or related medical condition, or a sincerely-held religious belief, observance, or practice
 - Benefits
 - Job training
 - Classification
 - Obtaining or disclosing genetic information of employees
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What can You Do if You Believe Discrimination has Occurred?

- Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on when you live/work). You can reach the EEOC in any of the following ways:
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 - By phone: 1-800-669-4000 (toll-free)
 - By phone: 1-800-669-6820 (TTY)
 - By phone: 1-844-234-5122 (ASL video phone)
 - By email: [eoc@eeoc.gov](#) or [eeoc@eeoc.gov](#)
 - By mail: [www.eeoc.gov](#)
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UNITED STATES OF AMERICA

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1-866-487-9243
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WH1462

REV. 02/2022

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 - By phone: 1-800-669-6820 (TTY)
 - By phone: 1-844-234-5122 (ASL video phone)
 - By email: [eoc@eeoc.gov](#) or [eeoc@eeoc.gov](#)
 - By mail: [www.eeoc.gov](#)
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U.S. Equal Employment Opportunity Commission
Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected?

- Employees (current and former), including managers and temporary employees
- Job applicants
- Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

- Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:
 - Race
 - Color
 - Religion
 - National origin
 - Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
 - Age (40 and older)
 - Disability
 - Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests; genetic services; or family medical history)
 - Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
 - Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation
- Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

What Organizations are Covered?

- Most private employers
- State and local governments (as employers)
- Educational institutions (as employers)
- Unions
- Staffing agencies

What Employment Practices can be Challenged as Discriminatory?

- All aspects of employment, including:
 - Recruiting, hiring, or lay-off
 - Harassment (including unwelcome verbal or physical conduct)
 - Hiring or promotion
 - Assignment
 - Pay (unequal wages or compensation)
 - Failure to provide reasonable accommodation for a disability, pregnancy, childbirth, or related medical condition, or a sincerely-held religious belief, observance, or practice
 - Benefits
 - Job training
 - Classification
 - Obtaining or disclosing genetic information of employees
 - Requesting or disclosing medical information of employees
 - Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding
 - Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone resisting or encouraging someone else to exercise theirs, regarding disability discrimination (including accommodation) or pregnancy accommodation

What can You Do if You Believe Discrimination has Occurred?

- Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on when you live/work). You can reach the EEOC in any of the following ways:
 - Inquiring through the EEOC's public portal: [https://publicportal.eeoc.gov/Portal/Login.aspx](#)
 - By phone: 1-800-669-4000 (toll-free)
 - By phone: 1-800-669-6820 (TTY)
 - By phone: 1-844-234-5122 (ASL video phone)
 - By email: [eoc@eeoc.gov](#) or [eeoc@eeoc.gov](#)
 - By mail: [www.eeoc.gov](#)
- Additional information about the EEOC, including information about filing a charge of discrimination, is available at [www.eeoc.gov](#).

DEPARTMENT OF LABOR
UNITED STATES OF AMERICA

WHD

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

1-866-487-9243
www.dol.gov/agencies/whd

WH1462

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