

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL. 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.

WORKERS' COMPENSATION Notice to Employees. It's the law! Employers must post this notice where employees can read it. Every worker is entitled to workers' compensation benefits.

FMLA - FAMILY AND MEDICAL LEAVE ACT Your Employee Rights Under the Family and Medical Leave Act. What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS. The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government.

REPORT YOUR INJURY TO: (Your employer fills in this space.) HELPFUL PHONE NUMBERS. Ambulance: Fire: Police:

ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL 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.

On the Web: www.Lni.wa.gov. Other formats for persons with disabilities are available on request. Call 1-800-547-8367, TDD users, call 360-902-5797. L&I is an equal opportunity employer.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT. YOUR RIGHTS UNDER USERRA: THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT.

DISCRIMINATION Washington State Law Prohibits Discrimination in Employment. PROHIBITED UNFAIR EMPLOYMENT PRACTICES: AN EMPLOYER OF EIGHT (8) OR MORE EMPLOYEES MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS.

SELF-INSURED WORKERS' COMPENSATION Notice to Employees. It's the law! Employers must post this notice where employees can read it. Revised Code of Washington 51.14.100.

UNEMPLOYMENT INSURANCE. 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".

EMPLOYEE POLYGRAPH PROTECTION ACT. EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT. The Employee Polygraph Protection Act (EPPA) prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

DOMESTIC VIOLENCE RESOURCES. Everyone deserves a healthy relationship. No one ever deserves to be mistreated. Abuse is a pattern of behavior that one person uses to gain power and control over another.

UNEMPLOYMENT INSURANCE (continued). If you have been unemployed due to a work-related injury or non-work-related illness or injury and are now able to work again, you may be eligible for Temporary Total Disability (TTD) unemployment benefits.

PAID FAMILY AND MEDICAL 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.

WASH STATE SUMMARY OF WORKPLACE RIGHTS. Washington State Department of Labor & Industries. Your Rights as a Worker. It's the law! Employers must post this notice where employees can read it.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION. Regular Paydays for Employees of (Company Name). Shall be as follows: Weekly, Monthly, Bi-Weekly, Other.

WASHINGTON SUMMARY OF WORKPLACE RIGHTS. Washington State Department of Labor & Industries. Your Rights as a Worker. It's the law! Employers must post this notice where employees can read it.

WITHHOLDING STATUS. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you filed Form W-4 with your employer did you... Were there major changes to...

FEDERAL MINIMUM WAGE. EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR. The law requires employers to display this poster where employees can read it.

It's the law! Employers must post this notice where employees can read it. Workers must be paid the Washington minimum wage.

FEDERAL MINIMUM WAGE (continued). 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.

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.

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.

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.

Employees — You have a legal obligation to protect employees on the job. Employers must provide workplaces free from recognized hazards that could cause employees serious harm or death.

Most workers who are 16 years of age or older must be paid at least the minimum wage for all hours worked. Workers who are 14 or 15 may be paid 85% of the minimum wage.

For more information or assistance. www.Lni.wa.gov/workers-rights. Call: 1-866-219-7321, toll-free. Visit: www.Lni.wa.gov/Offices. Email: Esgeneral@lni.wa.gov

Employees 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.

Overnight 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 fixed seven-day workweek.

Regular Payday. Regular pay 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 deductions taken.

Employees must report all deaths, in-patient hospitalizations, amputations or loss of an eye. Report any work-related non-hospitalized amputation or loss of an eye to DOSH within 24 hours.

Workers Need Meal and Rest Breaks. Meal period. Most workers are entitled to a 30-minute unpaid meal period of 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.

Withholding Status. YOU MAY NEED TO CHECK YOUR WITHHOLDING. Since you filed Form W-4 with your employer did you... Were there major changes to...

Employees must report all deaths, in-patient hospitalizations, amputations or loss of an eye. Report any work-related non-hospitalized amputation or loss of an eye to DOSH within 24 hours.

Breaks. Most workers are entitled to a 10-minute paid rest break for each four hours worked and must not work more than three hours without a break.

Withholding Status (continued). EMPLOYER RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR. The law requires employers to display this poster where employees can read it.

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Pay Requirements. Regular Payday. Regular pay 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 deductions taken.

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Equal Pay and Opportunities Act. Under this law, your employer is prohibited from providing unequal pay or career advancement opportunities based on gender. You also have the right to certain salary information if the employer has 15 or more employees.

Withholding Status (continued). EMPLOYER RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR. The law requires employers to display this poster where employees can read it.

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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.

Withholding Status (continued). EMPLOYER RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR. The law requires employers to display this poster where employees can read it.

Employees must report all deaths, in-patient hospitalizations, amputations or loss of an eye. Report any work-related non-hospitalized amputation or loss of an eye to DOSH within 24 hours.

Meal and rest breaks for teens. 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.

Withholding Status (continued). EMPLOYER RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR. The law requires employers to display this poster where employees can read it.

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Human trafficking is against the law. For victim assistance, call the National Human Trafficking Resource Center at 1-888-373-7888, or the Washington State Office of Crime Victims Advocacy at 1-800-822-1067.

Withholding Status (continued). EMPLOYER RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR. The law requires employers to display this poster where employees can read it.

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