

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

- You have the right to:**
- Notify your employer or L&H about workplace hazards. You may ask L&H to keep your name confidential.
  - Request an L&H inspection of the place you work if you believe unsafe or unhealthy conditions exist. You or your employee representative may participate in an inspection, withdrawal of request or benefits.
  - Get copies of your medical records, including records of exposures to toxic and harmful substances or conditions.
  - File a complaint with L&H within 90 days if you believe your employer fired you, or retaliated or discriminated against you because you filed a safety complaint, participated in an inspection or on any other safety-related activity.
  - Appeal a violation correction date if you believe the time allowed on the citation is not reasonable.

**The law requires you to follow workplace safety and health rules that apply to your own actions and control on the job.**

**Employers —** 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.

**Actions you must take:**

- Comply with workplace safety and health rules that apply to your business, including developing and implementing a written accident prevention plan (labor called an APP or safety program).
- Post this notice to inform your employees of their rights and responsibilities.
- Prior to job assignments, train employees how to prevent hazardous exposures and provide required personal protective equipment if you need.
- Allow an employee representative to participate in an L&H safety/health inspection, without loss of wages or benefits. The inspector may talk confidentially with a number of employees.
- If you are cited for safety and/or health violations, you must immediately display the citation and/or the name of the violator for a minimum of seven working days, including weekends and holidays. I must remain posted until all violations from them are corrected.
- Filing a discrimination against an employee for filing a complaint or participating in an inspection, investigation, or opening or closing conference is illegal.

**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&H's Division of Occupational Safety and Health (DOISH) within 8 hours.

Report any work-related non-hospitalized amputation or loss of an eye to DOISH within 24 hours.

For any work-related death, in-patient hospitalization, amputation or loss of an eye, you must report the following information to DOISH:

- Employer contact name and phone number.
- Name of Division.
- Address and location where the work-related incident occurred.
- Date and time of the incident.
- Number of employees and their names.
- Brief description of what happened.

**Where to report:**

- Any local L&H office, or
- 1-800-425-7233, press 1 (available 24/7).

**Free assistance from the Division of Occupational Safety and Health (DOISH)**

- Training and resources to promote safe workplaces.
- On-site consultations to help you identify safety and health hazards, and risk management help to lower your workers' compensation costs.

Division of Occupational Safety and Health  
www.Lni.wa.gov/go/F416-081-909 • 1-800-425-7233

Other contact: foreign language support and forms for persons with disabilities/other disabilities: Call 1-800-547-4367, TDD users call 711. L&H is an equal opportunity employer. 01-2022

## You may be eligible for UNEMPLOYMENT BENEFITS if you lose your job

Visit [www.esd.wa.gov](http://www.esd.wa.gov) to apply and click "Sign in or create an account"

**To apply for unemployment, you will need**

- Your Social Security number.
- Home and address of residence you worked for in the last 18 months.
- Dates you started and stopped working for each employer.
- Reasons you left each job.
- Your registration number if you are not a U.S. citizen.
- Your SIN and SINP if you worked for the Federal Government in the last 18 months.
- Your Washington State ID or License, if applicable.

If you are in the military when the job ended, we will also ask you to fax or mail us a copy of your discharge papers (form DD214 member 4 driver).

**The fastest way to apply is online at esd.wa.gov.**

If you don't have a home computer, you can access one at a WorkSource center or your local library.

**If you can't apply online, try contacting us over the phone**

Call 800-311-0212. Persons with hearing or speaking impairments can call Washington Relay Service 711. We are available to help you Monday through Friday 8 a.m. to 4 p.m., except on state holidays. You may experience long wait times.

**You must look for work each week that you claim benefits.**

Visit WorkSource to find all the FREE resources you need to find a job. These include workplace, computer, courses, shows, job openings, internet access, and job listings. Log onto [WaSource.com](http://WaSource.com) to find the nearest office.

If your work hours have been reduced to part-time, you may qualify for partial unemployment benefits.

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

For more information, please refer to the Handbook for Unemployed Workers at [ESD.WA.GOV](http://ESD.WA.GOV)

Employers are legally required to post this notice in a place convenient for employees to read (see RCW 50.20.146).

The Employment Security Department is an equal opportunity employer. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available through our Call Center. Washington Relay Service: 711

Employment Security Department  
www.esd.wa.gov

Learn more and apply at [esd.wa.gov](http://esd.wa.gov)

Washington Paid Family & Medical Leave

Employment Security Department

10/2023

## 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. You cannot be penalized or discriminated against for filing a claim. For more information, call toll-free 1-800-547-4367.

**If a job injury occurs:** Your employer is required 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.

**Benefits include:** Medical care, Medical expenses resulting from your workplace injury or disease are covered by the workers' compensation program.

**Disability income:** A work-related medical condition prevents you from working, you may be eligible for benefits to partially replace your wages.

**Vocational assistance:** Under certain conditions, you may be eligible for help in returning to work.

**Partial disability benefits:** You may be eligible for a monetary benefit if you are unable to perform the full range of your job duties.

**Return to work benefits:** You may be eligible for a monetary benefit if you are unable to perform the full range of your job duties.

**Death benefits for survivors:** If a worker dies, the surviving spouse or registered domestic partner and/or dependent may receive a pension.

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

**On the Web:** [www.Lni.wa.gov](http://www.Lni.wa.gov)

**Report your injury to:** [www.Lni.wa.gov/ReportInjury](http://www.Lni.wa.gov/ReportInjury)

**Helpful Phone Numbers:** (Your employer fills in this space.)

**Additional Information:** (Your employer fills in this space.)

**File:** (Your employer fills in this space.)

**Police:** (Your employer fills in this space.)

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## Announcement

Washington State Department of Labor & Industries

**2024 minimum wage:**

**\$16.28 per hour**

Washington's minimum wage will be \$16.28 per hour beginning Jan. 1, 2024.

Workers who are 14 or 15 years old may be paid 85% of the adult minimum wage, or \$13.84 per hour.

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

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These files may not be printed out and posted to meet legal compliance posting requirements. Required posters to meet legal compliance posting requirements are physically posted at all CarMax locations.

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ALLC 20231122

Compliance Date  
January 2024

iHRSource  
Labor Law Posters,  
Training Videos & HR Supplies

SP-WA-E

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