

Job Safety and Health Law

Employers must post this notice where employees can read it.

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.

You have the right to:

- Notify your employer or L&I about workplace hazards. You may ask L&I to keep your name confidential.
- Request an L&I inspection of the place you work if you believe unsafe or unhealthy conditions exist. You or your employee representative may participate in an inspection, without loss of wages or benefits.
- Get copies of your medical records, including records of exposures to toxic and harmful substances or conditions.
- File a complaint with L&I 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 any other safety-related activity.

The law requires you to follow workplace safety and health rules that apply to your own actions and conduct 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 all workplace safety and health rules that apply to your business, including developing and implementing a written accident prevention plan (also 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 at no cost.
- Allow an employee representative to participate in an L&I safety health inspection, without loss of wages or benefits. The L&I inspector may talk confidentially with a number of employees.
- If you are cited for safety and/or health violations, you must prominently display the citation or a near the place of the violation for a minimum of seven working days, including weekends and holidays. It must remain posted until all violations have been corrected.
- If you may appeal a violation correction date if you believe the time allowed on the citation is not reasonable.

Filing or retaliating against an employee for filing a complaint or participating in an inspection, investigation, or opening or closing compliance 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&I's Division of Occupational Safety and Health (DOSSH) within 8 hours.

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

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

- Employer contact person and phone number.
- Name of business.
- 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&I office or
- 1-800-423-7233, press 1 (available 24/7)

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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 1-800-547-8367.

If you injury occurs

If 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 eligible for workers' compensation benefits.

Benefits include:

- **Medical care.** Medical expenses resulting from a workplace injury or disease are covered by the workers' compensation program.
- **Disability income.** If your 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 training to help you return to work.
- **Partial disability benefits.** You may be eligible for a monetary award to compensate for the loss of body function.
- **Benefits.** Injuries that permanently keep you from returning to work qualify you for a disability pension.
- **Death benefits for survivors.** If a worker dies, the surviving spouse or registered domestic partner and/or dependent may receive a portion.

About required workplace posters

Go to www.lni.wa.gov to learn more about workplace posters and other government agencies.

On the Web: www.lni.wa.gov

Report your injury to:

(Your employer fills in this space.)

Helpful Phone Numbers:

Amulance
Fire
Police

Report your injury to:

(Your employer fills in this space.)

Helpful Phone Numbers:

Amulance
Fire
Police

Washington State Law Prohibits Discrimination in Employment

| PROTECTED CLASSES | PROHIBITED UNFAIR EMPLOYMENT PRACTICES |
|--|---|
| <ul style="list-style-type: none"> • Race • Color • National Origin • Sex • Creed • Disability—Genetic, Mental or Physical • HIV, AIDS, and Hepatitis C • Age (40 yrs of age 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 | <ul style="list-style-type: none"> • Retake to hire you or discharge you from employment • Discriminate in compensation or other terms or conditions of employment • Print, circulate, or use any discriminatory statement, advertisement, publication, or job application form • Make any discriminatory inquiries in connection with prospective employment <p>LABOR UNIONS MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS. (FOR EXAMPLE, AN EMPLOYER CANNOT:)</p> <ul style="list-style-type: none"> • Deny membership or membership rights and privileges • Expel from membership • Fail to represent a person in the collective bargaining unit <p>EMPLOYMENT AGENCIES MAY NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS. (FOR EXAMPLE, AN EMPLOYMENT AGENCY MAY NOT:)</p> <ul style="list-style-type: none"> • 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.lni.wa.gov

Washington State Human Rights Commission April 2015

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. These behaviors can include isolation, emotional abuse, monitoring, controlling finances, or physical and sexual assault.

Everyone should be free to make their own choices in relationships. If you are experiencing harm or need advice, call the National Domestic Violence Helpline. You can reach their advocates 24/7/365 to get the support you deserve. No names, no fees, and no judgment. Just help. 800-799-5473 (7233) or 800-787-3224 (TTY).

Employment Security Department Washington State

Workplaces posted available at esd.wa.gov 07/19

Paid time off. Peace of mind.

You may qualify for Washingtons Paid Family and Medical Leave if you worked 820 hours in the last year. The 820 hours can be through full-time, part-time, seasonal and temporary work. You do not need to be currently employed when you take Paid Leave.

How it works

- You take Paid Leave to:
 - Care for your own serious health condition
 - Care for a new child through birth, adoption, or foster placement
 - Care for a family member with a serious health condition
 - Attend certain military-related events
- You take up to:
 - 12 weeks of family or medical leave for each claim
 - 16 weeks if you have a personal medical event and a family caregiving event in the same year
 - 18 weeks in cases where your eventance complications related to pregnancy or

In 2026: Weekly payments are between \$100 and \$1,647 and depend on last year's income

You can use your leave time at once or you can break it up into smaller blocks of time throughout your claim period.

Your Benefit Guide provides detailed information about the application process. File weekly claims and update your rights and responsibilities under the law. You can download it at paidleave.wa.gov/benefitguide or request a paper copy by contacting us.

Workplaces posted available at esd.wa.gov 07/19

Employment Security Department Washington State

SP-WA-E

Announcement

2026 minimum wage: \$17.13 per hour

Workers whose minimum wage will be \$17.13 per hour beginning Jan. 1, 2026.

Workers who are 14 or 15 years old may be paid 85% of the adult minimum wage, or **\$14.56 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.

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/Wage.
- Workers who are 14 or 15 may be paid 85% of the minimum wage.

Times cannot be counted as part of the minimum wage. Employers must pay all tips 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 fixed seven-day workweek.

Workers Need Meal and Rest Breaks

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 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 not work more than three hours without a break.
- Agricultural workers must have a 10-minute paid rest break within each four-hour period of work.
- If you are under 18, see "Teen Center" below.

Pay Requirements

Regular pay

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 that work unit, gross pay, by pay period and all deductions taken.

For more information regarding authorized deductions, go to www.lni.wa.gov/Wages and click on "Psychic deductions."

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 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 contacting other prohibited rights under the Equal Pay and Opportunities Act. Employers also are prohibited from requesting a job applicant's wages or salary history unless under certain circumstances, and cannot require an applicant's wage or salary history meet certain criteria. Job applicants also have the right to obtain salary information if the employer has 15 or more employees. For more information or to file a complaint, go to www.lni.wa.gov/EqualPay.

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 30th calendar day of employment. Employers must provide employees with a statement that includes their accrued, used and available hours of this leave. Most workers earn one month worth of paid sick leave provided on your regular pay statement as a separate notification. Workers must be allowed to carry over any accrued sick leave from one year to the next. For details on accrued 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, 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.
- 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, meetings with their crime victim advocates, or to protect their safety. Employers are also required to provide reasonable safety accommodations to victims. For more information, see www.lni.wa.gov/Violence.

Leave for military spouses during deployment

Spouses of registered domestic partners of military personnel who receive notice of deployment or who are on active duty for more than 30 consecutive days of military conflict may take a total of 15 days unpaid leave per deployment.

Your employer may not fire or retaliate against you for exercising your rights or filing a complaint related to minimum wage, overtime, paid sick leave or protected leave.

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. The 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, injury, need to take care of an ill or aging child, and/or certain military connected events.

Pregnancy disability leave: Enforced by the Washington State Law Against Discrimination (WLAD). www.lni.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 1-866-487-6243.

Teen Center — Information for Workers Ages 14–17

- The minimum age for workers 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 requirement applies to family members working 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 form.
- 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 teens

- In agricultural work, teens of any age get a meal period of 30 minutes if working more than two 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, 1-866-216-7321, or 1-800-547-8367, TDD users, call 711. L&I is an equal opportunity employer.

Contact L&I

For more information or assistance

www.lni.wa.gov/workers-rights
toll-free 1-866-219-7321, toll-free 1-800-547-8367, TDD users, call 711. L&I is an equal opportunity employer. Email: ESDgen@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 victim assistance, call the National Human Trafficking Resource Center at 1-888-273-7889 or the Washington State Office of Crime Victims Assistance at 1-800-822-1067.

Upon request, braille 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.

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Washington iHRSource

www.ihrsource.com
800-848-0088

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