Washington State Postings



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Job Safety and Health Law

It's the law! Employers must post this notice where employees can read it. (Chapter 49.17 RCW)

Mushingson State Department of Labor & Industries All workers have the right to a safe and healthy workplace.

- 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.

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

- 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
- · Post this notice to inform your employees of their rights and responsibilities



www.Lni.wa.gov/RequiredPosters

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



Division of Occupational Safety and Health
www.Lni.wa.gov/go/F416-081-909 • 1-800-423-7233

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"

- To apply for unemployment, you will need

 Your Social Security number.

 Names and addresses of everyone you worked for in the last 18 months.

 Dates you started and stopped working for each employer.
- ons you left each job.
- Reasons you left each job.
 Your after registration number if you are not a U.S. citizen.
 Your SFB and SFS off you worked for the Federal Covernment in the last 18 months).
 Your Weshindporn State D or License, it applicable.
 Your Weshindporn State D or License, it applicable.
 You were in the military within the last 18 months, we will also ask you to fax or mail us a copy of your disclarage pages (Form DG2/14 member 4 or higher).

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

Call 800-318-6022. 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
Vait WorkSource to find all the FREE resources you need to find a job. These include
workshops, computers, opiers, phones, far machines, literated access, and job listings. Log
only biomSourceMod, come for time the enerted office. If your work hours have been reduced to part-time, you may qualify for partial unemployment benefits.

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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.

For more information, please refer to the Handbook for Unemployed Workers at ESD,WA,GOV.

The Employment Security Department is an equal opportunity employer/program. Auxiliary aids and service are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge.

Washington Rolley Service: 711



Washington State Department of Labor & Industries

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 a job injury occurs

lical care. Medical expenses resulting from your splace injury or disease are covered by the workers

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

Report your injury to:

Washington State Law Prohibits Discrimination in Employment

- Disability—Sensory, 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

PROHIBITED UNFAIR EMPLOYMENT PRACTICES

AN EMPLOYER OF EIGHT (8) OR MORE EMPLOYEES MAY NOT DISCRIMIN BASIS OF A PROTECTED CLASS: FOR EXAMPLE, AN EMPLOYER CANNOT:

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

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

Everyone deserves a healthy relationship

The Empkeyment Security Department is an equal opportunity employer/program. Audiliary aids and services are available upon request to individuals with disabilities, Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711

lo one ever deserves to be mistreated. buse is a pattern of behavior that one person uses

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

time of training Paid Family and Medical Leave.

If you qualify for Pain Pain And Medical Leave, your employer cannot prevent you from taking IV. Your employer also cannot require you to use other types of leave, such as sick or veascion days, before or after taking Paid Family and Medical Leave. The programs is funded by premission shared before workers and memoployers. The premismo is 0.82% of your wage. You may pay ab 71.25% of that that you you employed fifthey have 90 or more employees plays the rest. A raciculator to estimate premisms is available on our verballing on any whole premisms is available on our verballing on any whole premisms is available on our verballing on any whole premisms is available on our verballing.

Learn more and apply at paidleave.wa.gov Washington Peid Family & Medical Leave





Washington State 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

For more information about Washington's minimum wage law, see the www.Lni.wa.gov/workers-rights.

Your Rights as a Worker

It's the law!



Wage and Overtime Laws

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

- If you are under 18, see "Teen Corner" below Pay Requirements

Regular Payday

Equal Pay and Opportunities Act Equal IrV yan ou opportunite to be a provided of mon providing unequal pay or center demonstrating portunities based on profets. You do not pay or center demonstrating contractifies based on profets. You do not wasped of their employers. Not employer carried table any submis-sering the profession of the professio

- 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 requirement applies to family members except on family farms. Teens do not need a work permit.
- Teens are required to have authorization forms signed befor they begin working. For summer employment, parents must sign the Parent Authorization for Summer Work form. If you work cluring 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 perio minutes if working more than five hours, and a 10-min paid break for each four hours worked.

WASHINGTON

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employees can read it.

Washington Family Care Act: Use of paid leave to care for sick family

- A child with a health condition requiring treatment

Contact L&I



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.





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