



## 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.

- 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 where you work...
• 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...

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...
• Prior to job assignments, train employees who will prevent hazardous exposures and provide required personal protective equipment...
• Allow an employee representative to participate in an L&I safety health inspection...

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.

- 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)

## Lni.wa.gov/RequiredPosters

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

- Training and resources to promote safe workplaces.
• On-site consultations to help identify hazards and risk management help to allow your workers' compensation costs.
• Division of Occupational Safety and Health
Lni.wa.gov/go/F416-081-009 • 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.
- Reasons you left each job.
- Your alien registration number if you are not a U.S. citizen.
- Your SRA and SF50 or your record from the Federal Government in the last 18 months.
- Your Washington State ID or License, if applicable.
If you were in the military within the last 18 months, we will also ask you to fax or mail us a copy of your discharge papers (Form DD214 number 4 or higher).

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 800-316-6022. Persons with hearing or speaking impairments can call Washington Relay Service 711. We are available to help you Monday through Friday 9 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 work computers, copiers, phones, fax machines, internet access, and job listings. Log onto WorkSource800.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 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

Employers are legally required to post this notice in a place convenient for employees to read (see RCW 50.201.140). The Employment Security Department is an equal opportunity employer/program. Auxiliary 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

## 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: 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 entitled to workers' compensation benefits.

Medical care: Medical expenses resulting from 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 help in retraining 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 may 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 Lni.wa.gov/Posters to learn more about workplace posters, L&I and other government agencies. On the Web: Lni.wa.gov 12/2023

Report your injury to: (Your employer fills in this space.) Helpful Phone Numbers: Ambulance, Fire, Police

## Washington State Law Prohibits Discrimination in Employment

Table with 2 columns: PROTECTED CLASSES and PROHIBITED UNFAIR EMPLOYMENT PRACTICES. Lists protected classes like race, sex, age, and prohibited practices like discrimination in hiring and pay.

If you have been discriminated against, please call or go to: 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.

Workshops provided available at esd.wa.gov 07/19

## Paid time off. Peace of mind.

You may qualify for Washingtons Paid Family and Medical Leave (PFML) 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.

- You can use Paid Leave to:
- Care for your own serious health condition.
- Care for a new child through birth, adoption, or foster care.
- Care for a family member with a serious health condition.
- Attend certain military-related events.
- 12 weeks of family or medical leave for each claim.
- 16 weeks if you have a personal medical claim and a family caregiving event in the same year.
- 18 weeks in cases where your event/condition relates to pregnancy or 21 weeks if you are pregnant.

Your Benefit Guide provides detailed information about the PFML program. It lists weekly claims and explains your rights and responsibilities under the law. You can download it at www.lni.wa.gov/benefitguide or request a paper copy by contacting us. The Employment Security Department is an equal opportunity employer/program. Auxiliary 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

## Announcement

2026 minimum wage: \$17.13 per hour

Workers who are 14 or 15 years old may be paid 85% of the adult minimum wage, or \$14.56 per hour. Workers who are 16 or 17 years old may be paid 90% of the adult minimum wage, or \$15.42 per hour.

For more information about Washington's minimum wage law, see the required workplace poster You 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.

Leave Laws: Paid sick leave: Most workers earn a minimum of one hour of paid sick leave for every 40 hours worked. Paid family and medical leave: Most workers earn a minimum of one hour of paid sick leave for every 40 hours worked.

Workers Need Meal and Rest Breaks: Most workers are entitled to a 30-minute unpaid meal period if working more than two hours in a day.

Pay Requirements: Regular Pay: Workers must be paid at least once a month on a regularly scheduled pay day. 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.

Teen Cover — 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.

Family and Medical Leave Act: Administered by Washington Employment Security Department. Administers their right to protected family and medical leave from the FMLA by contacting the Department of Labor at www.dol.gov/fmla/fmla.cfm

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