Your Employee Rights	s Under the	Washington State Department of Labor & Industries Notice to Employees	EMPLOYEE RIGHTS	EMPLOYEE FREE CHOICE ACT (49.44 RCW)
Family and Medical Le	eave Act	It's the law! Employers must post this notice where employees can read it. (Revised Code of Washington 51.14.100)	UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE	 The Employee Free Choice Act (EFCA) (SB 5778) prohibits all Washington employers (except specified exempt entities) from discipling, discharging, or threatening to take any adverse action against an employee: For refusing to:
<section-header><section-header><section-header><text><text><list-item><list-item><list-item><list-item><text><text><list-item><list-item><text><text><text><text><text><text><text><text><text></text></text></text></text></text></text></text></text></text></list-item></list-item></text></text></list-item></list-item></list-item></list-item></text></text></section-header></section-header></section-header>	 Contribute your group heatin plan coverage while you are of heave on the same basis as if you had not taken leave, and Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave. Mour employer <u>cannot</u> interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation. After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing: About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave. Mour end find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process. 	<section-header><section-header><section-header><text><text><text><text><text><text><text><text><text><text><text></text></text></text></text></text></text></text></text></text></text></text></section-header></section-header></section-header>	<page-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header><section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></section-header></page-header>	 Attend or participate in an employer-sponsored meeting the primary purpose of which is to communicate the employer's opinion concerning religious or political matters; or Listen to speech or view communications, including electronic communications, the primary purpose of which is to communicate the employer's opinion concerning religious or political matters; or As a means of requiring an employee to attend a meeting or participate in communications the concerning the employer's opinion about religious or political matters; or For reporting a violation of the EFCA. Under the law, an employer may: Communicate to its employees any information that the employer is required by law to communicate. Offer meetings, forums, or other communications about religious or political matters for which attendance or participation is strictly voluntary. Communicate or requiring employees' attendance at meetings or other events necessary for performance of the job. Require employees to attend any training intended to reduce and prevent workplace harassment or discrimination. "Political matters" means matters relating to elections for political office, political parties, proposals to change legislation, proposals to change regulations, and the decision to join or support any political party or political, civic, community, fraternal, or labor association or organization. "Religious matters" means matters relating to religious affiliation and practice, and the decision to join or support any religious organization or association. BEFCRENENEN Any employee who believes their EFCA rights have been violated may file a civil action in superior court within 90 days after the date of the alleged violation. The court may order or award injunctive relief, reinstatement, expungement of records, back pay, reestabli

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

- PROHIBITIONS Employers are generally prohibited from requiring or requesting any EXAMINEE employee or job applicant to take a lie detector test, and from discharging, RIGHTS disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.
- EXEMPTIONS Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain ENFORCEMENT private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

Paid time off. Peace of mind

Who is Protected?

Most private employers

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated

against at work or in applying for a job, the EEOC may be able to help.

mployees (current and former), including

anagers and temporary employees

What Organizations are Covered?

tate and local governments (as employers)

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. It's here for you when you need it most, so you can focus on what matters.

Nearly every Washington worker-whether you work full time or part time How it works in a small to large business—is eligible for up to 12 weeks of Paid Family and Medical Leave. You need to work 820 hours in Washington, or about 16 hours

per week, over the course of about a year. You can get up to 16 weeks if you have family and medical events in the same year, or up to 18 weeks in some cases. Leave doesn't have to be taken all at once. You can use these weeks within your "claim year," which starts when you apply and then runs for the next 52 weeks. When that claim year expires you can then be eligible for leave again.

You apply for leave with the Employment Security Department and will get partial wage replacement, up to 90 percent of your typical pay, capped at \$1,542 per

Washington State Department of Labor & Industries

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/MinWage.

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

Tips cannot be counted as part of the minimum wage. Employers must pay all tips to

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 Meal period

Your Rights as a Worker

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 90th calendar day of employment. Employers must provide employees with a statement that includes their accrued, used and available hours of this leave at least once per month. This information may be provided on your regular pay statement or as a separate notification. Workers must be allowed to carry over a minimum of 40 hours of any unused paid sick leave to the following year. For details on authorized use, accrual 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 (sick, vacation certain short-term disability plans, or other paid time off) to care for:

A child with a health condition requiring treatment or supervision;

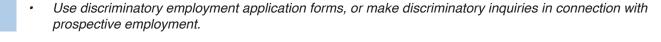
A spouse, parent, parent-in-law, or grandparent with a serious health condition or an emergency health condition; and

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests



Washington State Law Prohibits Discrimination in Employment **Protected Classes PROHIBITED UNFAIR EMPLOYMENT PRACTICES** Race AN EMPLOYER OF EIGHT (8) OR MORE EMPLOYEES MAY Color NOT DISCRIMINATE ON THE BASIS OF A PROTECTED CLASS: National Origin FOR EXAMPLE, AN EMPLOYER CANNOT: Sex Creed Refuse to hire you or discharge you from employment Disability-Sensory, Mental Discriminate in compensation or other terms or conditions of employment or Physical Print, circulate, or use any discriminatory statement, advertisement, publication, or job application form HIV, AIDS, and Hepatitis C Make any discriminatory inquiries in connection with prospective employment. Age (40 yrs old and older) Marital Status LABOR UNIONS MAY NOT DISCRIMINATE ON THE BASIS OF A Pregnancy or maternity PROTECTED CLASS. Sexual Orientation or FOR EXAMPLE, A LABOR UNION CANNOT: Gender Identity Use of a service animal by a Deny membership or membership rights and privileges person with a disability Expel from membership Honorably discharged Fail to represent a person in the collective bargaining unit. Veteran or Military status Retaliation for filing a EMPLOYMENT AGENCIES MAY NOT DISCRIMINATE ON THE whistleblower complaint with the state auditor **BASIS OF A PROTECTED CLASS** Retaliation for filing a FOR EXAMPLE, AN EMPLOYMENT AGENCY MAY NOT: nursing home abuse Discriminate in classification or referrals for employment complaint Retaliation for opposing an Print or circulate any discriminatory statement, advertisement, or publication



If you have been discriminated against, please call or go to: -800-233-3247 or www.hum.wa.gov

April 2015

Washington State

Human Rights Commission



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.

Your rights If you meet the requirements, you have the right to take paid time off using Paid Family and Medical Leave.

If you qualify for Paid Family and Medical Leave, your employer cannot prevent you from taking it. Your employer also cannot require you to use other types of leave, such as sick or vacation days, before or after taking Paid Family and Medical Leave. The program is funded by premiums shared between workers and many employers. The premium is **0.92%** of your wage. You may pay about 71.52% of that total, and your employer (if they have 50 or more employees) pays the rest. A calculator to estimate premiums is available on our website. To file a complaint against your employer about Paid Family and Medical Leave, email or call our Customer Care Team at paidleave@esd.wa.gov or (833) 717-2273

You may also contact the Office of the Paid Family and Medical Leave Ombuds The Ombuds is appointed by the governor and serves as a neutral, independent third party to help workers and employers in their dealings with the Department. The Office of the Ombuds investigates, reports on and helps settle complaints about service deficiencies and concerns with the Paid Family and Medical Leave program. Learn more at www.paidleaveombuds.wa.gov or call the Ombuds' office at 844-395-6697

Learn more and apply at	Washington
paidleave.wa.gov	Paid Family & Medical Leave
	Updated 12/2024



Norkplace Discrimination is Illegal

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination agai

and advance in employment, disabled veteral

recently separated veterans (i.e., within three years of discharge or release from active duty)

active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these

Federal laws

ires affirmative action to recruit, employ

Know Your Rights:

Submit

What can You Do if You Believ

Discrimination has Occurred?

tact the EEOC promptly if you suspect

portal: https://publicpor gov/Portal/Login.aspx

1-800-669-4000 (toll free)

an EEOC field office (in

tion. Do not delay, because there an

an inquiry through the EEOC's public

1-844-234-5122 (ASL video phone)

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

If you are under 18, see "Teen Corner" below

Pay Requirements

Regular Payday

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 piece work), gross pay, the pay period and all deductions taken

For more information regarding authorized deductions, go to www.Lni.wa.gov/Wages and click on "Paycheck 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 vages or the wages of other employees. Your employer cannot take any adverse action against you for discussing wages, filing a complaint, or exercising other protected rights under the Equal Pay and Opportunities Act. Employers also are prohibited from requesting a job applicant's wage or salary history, except under certain circumstances, and cannot require an applicant's wage or salary history meet certain criteria. Job applicants also have the right to certain 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.

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.

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 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 five 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, 1-866-219-7321, TeenSafety@Lni.wa.gov

PUBLICATION F700-074-000 [09-2023]

Ref.: WAC 296-126-080

Washington State Department of Labor & Industries

Notice to Employees

It's the law! Employers must post this notice where employees can read it.

What you should do

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

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 advocate, or to protect their safety. Employers are also required to provide reasonable safety accommodations to victims. For more information, see www.Lni.wa.gov/ **DVLeave**

Leave for military spouses during deployment

Spouses or registered domestic partners of military personnel who receive notice to deploy or who are on leave from deployment during times 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. This nsurance program is funded by premiums paid by both employees and many employers 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 or injury, need to take care of an ill or ailing relative, and for certain military connected events. **www.paidleave.wa.gov**.

Pregnancy disability leave: Enforced by the Washington State Human Rights Commission under the Washington State Law Against Discrimination (WLAD). www. hum.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 1-866-487-9243.

Contact L&I

For more information or assistance



Call: 1-866-219-7321, toll-free Visit: www.Lni.wa.gov/Offices Email: ESgeneral@Lni.wa.gov

www.Lni.wa.gov/workers-rights

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 1-888-373-7888, or the Washington State Office of Crime Victims Advocacy at 1-800-822-1067

Upon request, foreign 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.



Report your injury. If you are injured, no matter how minor the injury seems, contact the

person listed on this poster. Get medical care. The first time you see a doctor, you may choose any health-care provider

who is qualified to treat your injury. For ongoing care, you must be treated by a doctor in the L&I medical network. (Find network providers at Lni.wa.gov/FindADoc.)

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:

unfair practice

- 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.
- 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 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.

- 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 at or near the place of the violation for a minimum of seven working days, excluding weekends and holidays. It must remain posted until all violations have been corrected.

Firing or discriminating against any 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&I's Division of Occupational Safety and Health (DOSH) within 8 hours.

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

- For any work-related death, in-patient hospitalization, amputation or loss of an eye, you must report the following information to DOSH:
- Employer contact person and phone number.
- Name of business.

83747

012025

- Address and location where the work-related incident occurred.
- Date and time of the incident.
- Where to re Number of employees and their names.
 - Any local L&I office or

Actions you must take:

This poster is available free from L&I at Lni.wa.gov/RequiredPosters.

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

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



Upon request, foreign language support and formats for persons with disabilities are

uucalional institutions (as employers)	www.eeoc.gowneid-onice	A subscription of the line of the state state is a side of the
nions taffing agencies	E-Mail <u>info@eeoc.gov</u>	Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should
at Types of Employment crimination are Illegal?	Additional information about the EEOC, including information about	contact immediately:
ler the EEOC's laws, an employer may not criminate against you, regardless of your	filing a charge of discrimination, is available at <i>www.eeoc.gov</i> .	The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor
higration status, on the bases of:	EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS	200 Constitution Avenue, N.W. Washington, D.C. 20210
olor	The Department of Labor's Office of Federal	1-800-397-6251 (toll-free) If you are deaf, hard of hearing, or have a
eligion ational origin ex (including pregnancy, childbirth, and related redical conditions, sexual orientation, or gender lentity) ge (40 and older) isability enetic information (including employer requests r, or purchase, use, or disclosure of genetic sts, genetic services, or family medical history)	Contract Compliance Programs (DFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual	speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at <u>https://ofccphelpdesk. dol.gov/s/</u> or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at <u>https://www.dol.gov/agencies/ofccp/contact.</u>
etaliation for filing a charge, reasonably oposing discrimination, or participating in discrimination lawsuit, investigation, or roceeding	Orientation, Gender Identity, National Origin	PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE
terference, coercion, or threats related o exercising rights regarding disability iscrimination or pregnancy accommodation	employment discrimination by Federal contractors based on race, color, religion, sex, sexual	Race, Color, National Origin, Sex
at Employment Practices can be allenged as Discriminatory?	orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.	In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits
aspects of employment, including:	Asking About, Disclosing, or Discussing Pay	discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment
ischarge, firing, or lay-off arassment (including unwelcome verbal physical conduct) signment asy (unequal wages or compensation) ailure to provide reasonable accommodation r a disability, pregnancy, childbirth, or related	Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. Disability	discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive
edical condition; or a sincerely-held religious elief, observance or practice enefits	Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals	Federal financial assistance.
bb training lassification	with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job	Section 504 of the Rehabilitation Act of 1973, as
eferral btaining or disclosing genetic information employees equesting or disclosing medical information employees onduct that might reasonably discourage meene from opposing discrimination, filing charge, or participating in an investigation or roceeding	training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in	amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.
orduct that coerces, intimidates, threatens, or iterferes with someone exercising their rights, r someone assisting or encouraging someone ise to exercise rights regarding disability	employment qualified individuals with disabilities at all levels of employment, including the executive level.	If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing

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, y
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. 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 returning to work.

Partial disability benefits. You may be eligible for a monetary award to compensate for the loss of body functions.

Pensions. 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 dependents may receive a pension.

About required workplace posters

Go to Lni.wa.gov/RequiredPosters to learn more about workplace posters from L&I and other government agencies.

On the Web: Lni.wa.gov

Upon request, foreign 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.

Ref.: RCW 51.14.100



Qualified health-care providers include: medical, osteopathic, chiropractic, naturopathic and podiatric physicians; dentists; optometrists; ophthalmologists; physician assistants; and advanced registered nurse practitioners.

Tell your health-care provider and your employer about your work-related injury or condition. The first step in filing a workers' compensation (industrial insurance) claim is to fill out a Report of Accident (ROA). You can do this online with FileFast (Lni.wa.gov/FileFast), by phone at 1-877-561-FILE, or on paper in your doctor's office. Filing online or by phone speeds the claim and reduces hassle.

File your claim as soon as possible. For an on-the-job injury, you must file a claim and the Department of Labor & Industries (L&I) must receive it within one year after the day the injury occurred. For an occupational disease, you must file a claim and L&I must receive it within two years following the date you are advised by a health-care provider in writing that your condition is work related.

Report your injury to:

(Your employer fills in this space.)

Helpful phone numbers:

_	
Ar	nbulance
Fi	re
Po	plice

PUBLICATION F242-191-909 [12-2012]

Everyone deserves ı healthy

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 Hotline. You can reach their advocates 24/7/365 to get the support you deserve. No names, no fees, and no judgement. Just help. 800-799-SAFE (7233) or 800-787-3224 (TTY).

www.thehotline.org

You can also find a program in your area that can help. Find out more about what kind of help is available at <u>wscadv.org/get-help-now</u>.

HOSPITAL:	
FIRE DEPARTMENT:	
POISON CONTROL:	
OSHA:	

EMERGENCY NUMBERS

CALL 911

PAY DAY NOTICE

PAY DAY IS ON:	
MONDAY	FRIDAY
TUESDAY	SATURDAY
WEDNESDAY	SUNDAY
THURSDAY	
PAY SCHEDULE IS:	
	SEMI MONTH

PAYCHECKS ARE ISSUED ON THE:

OF THE MONTH

(Revised 6/27/202

ILY □ MONTHLY BIWEEKLY

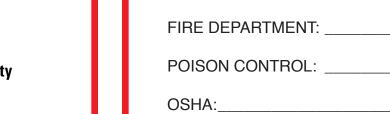
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convenient for employees to read (see RCW 50
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POLICE:

AMBULANCE:

PHYSICIAN:





