

Equal Employment Opportunity is THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organization are prohibited from discriminating on the basis of race, color, religion, sex, national origin, age, disability, genetic information, marital status, pregnancy, parental status, sexual orientation, gender identity, gender expression, citizenship, or ancestry. This includes all employees of the federal government and all federal contractors and subcontractors.

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

The United States Department of Labor Wage and Hour Division enforces the Family and Medical Leave Act (FMLA). FMLA entitles eligible employees to take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth, adoption, or placement of a child for the employee or their spouse.
- To care for a child or other individual with a qualifying serious health condition.
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job.
- For a spouse, child, or other individual who is on the family roster of a military member, who is the employee's spouse, child, or other individual who is on the family roster of a military member, or who is an eligible reservist.
- An employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

EMPLOYEE RESPONSIBILITIES Once an employee becomes aware that an employer's need for leave is for a reason that may qualify under the FMLA, the employee must notify the employer of the leave as soon as possible and, generally, follow the employer's usual procedures. Employees do not have to obtain a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or was unable to perform their job, or providing information that allows the employer to determine if the employee is or was unable to perform their job. Sufficient information could include providing information that allows the employer to determine if the employee is or was unable to perform their job.

1-866-4-USWAGE

(1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor Wage and Hour Division

Employees Holding Federal Contracts or Subcontracts

Employees who hold federal contracts or subcontracts are protected under the Federal Acquisition Regulation (FAR) 101-11.6. This includes all employees of the federal government and all federal contractors and subcontractors.

Paid time off. Peace of mind.

Paid Family and Medical Leave provides paid time off when you have a serious health condition, a family member with a serious health condition, or for certain military-related events. It's here for you when you need it most, so you can focus on what matters.

Equal pay means equal pay for equal work. This includes all employees of the federal government and all federal contractors and subcontractors.

Your Rights as a Worker

Learn more and apply at paidleave.wa.gov

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 must protect you from hazards you encounter on the job, tell you about them and provide training.

Employers— You must protect you from hazards you encounter on the job, tell you about them and provide training. This includes all employees of the federal government and all federal contractors and subcontractors.

Notice to Employees

Washington State Department of Labor & Industries

Report any work-related death or serious injury to L&I. This includes all employees of the federal government and all federal contractors and subcontractors.

What you should do: If you believe you have been discriminated against, you should contact the EEOC. This includes all employees of the federal government and all federal contractors and subcontractors.

Who is protected: This includes all employees of the federal government and all federal contractors and subcontractors.

What you can do: This includes all employees of the federal government and all federal contractors and subcontractors.

How to file a complaint: This includes all employees of the federal government and all federal contractors and subcontractors.

Employees must report all deaths, in-patient hospitalizations, amputations or loss of an eye. This includes all employees of the federal government and all federal contractors and subcontractors.

File a complaint with L&I. This includes all employees of the federal government and all federal contractors and subcontractors.

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

What you should do: This includes all employees of the federal government and all federal contractors and subcontractors.

EMPLOYEE RIGHTS UNDER USERRA AND REEMPLOYMENT RIGHTS ACT

Your rights when you are called to active military duty.

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What you can do: This includes all employees of the federal government and all federal contractors and subcontractors.

How to file a complaint: This includes all employees of the federal government and all federal contractors and subcontractors.

EMPLOYEE RIGHTS

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

Employees who are generally prohibited from requiring or receiving any lie detector test: This includes all employees of the federal government and all federal contractors and subcontractors.

Who is protected: This includes all employees of the federal government and all federal contractors and subcontractors.

What you can do: This includes all employees of the federal government and all federal contractors and subcontractors.

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Everyone deserves a healthy relationship

Unemployment Security Department

Report your injury to:

Amplitude, Fire, Police

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2022-2023 Poster Presented By:

SMART, PITB, APPROACH management services

2022 minimum wage: \$14.49 per hour

Washington's minimum wage will be \$14.49 per hour beginning Jan. 1, 2022.