



WASHINGTON 2023



EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is the FMLA? The FMLA is a federal law that gives eligible employees the right to take unpaid, job-protected leave for certain family and medical reasons. The FMLA also requires employers to maintain health benefits for employees on FMLA leave.

Who is covered by the FMLA? The FMLA covers federal government employees and private sector employers with 50 or more employees who work at least 20 weeks a year. Employees must have worked for the employer for at least one year to be eligible for FMLA leave.

What are the FMLA leave reasons? FMLA leave is available for the following reasons:

- The birth, adoption, or placement of a child.
- The care of a child, spouse, or parent with a serious health condition.
- The employee's own serious health condition.
- The death of a spouse, child, or parent.

How much FMLA leave can I take? Eligible employees are entitled to 12 weeks of unpaid FMLA leave in a 12-month period. Some employers may offer paid FMLA leave.

What are my rights during FMLA leave? Your employer must maintain your health benefits during FMLA leave. You must return to your job after FMLA leave ends.

What are my responsibilities during FMLA leave? You must provide advance notice of your FMLA leave and provide medical certification from a health care provider.

What are the consequences of FMLA leave? Your employer cannot discipline or discharge you for taking FMLA leave. However, your employer can discipline or discharge you if you do not follow FMLA rules.

For more information, visit www.dol.gov/whd

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE
\$7.25

What is the FLSA? The FLSA is a federal law that sets the minimum wage, overtime pay, and child labor standards for most workers.

Who is covered by the FLSA? The FLSA covers most workers in the private sector and federal government. Some workers are exempt from FLSA coverage.

What are the FLSA standards? The FLSA sets the minimum wage at \$7.25 per hour. It also requires employers to pay overtime pay at 1.5 times the regular rate for hours worked over 40 in a week.

What are my rights under the FLSA? You have the right to be paid at least the minimum wage and overtime pay. You also have the right to sue your employer for FLSA violations.

What are my responsibilities under the FLSA? You must keep accurate records of your hours worked and wages received.

For more information, visit www.dol.gov/whd

YOUR RIGHTS UNDER USERRA

What is USERRA? USERRA is a federal law that protects the rights of service members and veterans to reemployment after military service.

Who is covered by USERRA? USERRA covers federal government employees and private sector employers with 15 or more employees.

What are the USERRA rights? USERRA requires employers to reemploy service members and veterans after military service. It also requires employers to maintain health benefits for employees on USERRA leave.

What are my responsibilities under USERRA? You must provide advance notice of your USERRA leave and provide medical certification from a health care provider.

For more information, visit www.dol.gov/whd

EMPLOYEE RIGHTS UNDER THE EMPLOYER POLYGRAPH PROTECTION ACT

What is the EPPA? The EPPA is a federal law that protects the rights of employees to privacy in the workplace.

Who is covered by the EPPA? The EPPA covers federal government employees and private sector employers with 15 or more employees.

What are the EPPA rights? The EPPA prohibits employers from using polygraphs to screen or monitor employees.

What are my responsibilities under the EPPA? You must provide advance notice of your EPPA leave and provide medical certification from a health care provider.

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Job Safety and Health IT'S THE LAW!

- All workers have the right to:**
- A safe workplace.
 - Receive a copy of a health statement with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
 - Receive information and training on job hazards, including all hazardous substances in your workplace.
 - Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
 - Participate (or have your representative participate) in an OSHA inspection and review in advance to the inspection.
 - File a complaint with OSHA within 30 days of the violation, online or by mail if you have been retaliated against for using your rights.
 - See any OSHA citations issued to your employer.
 - Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.
- Employers must:**
- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of these rights under the law, including filing a health and safety complaint with you or with OSHA, or reporting a work-related injury or illness.
 - Comply with all applicable OSHA standards.
 - Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related employee hospitalization, amputation, or loss of an eye.
 - Provide required training to all workers in a language and vocabulary they can understand.
 - Prominently display this poster in the workplace.
 - Post OSHA citations at or near the place of the alleged violations.
- On-line Consultation services are available to small and medium-sized employers, without cost or penalty, through OSHA-supported consultation programs in every state.

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Equal Employment Opportunity in THE LAW

What is the EEOC? The EEOC is a federal agency that enforces laws that prohibit employment discrimination.

Who is covered by the EEOC? The EEOC covers federal government employees and private sector employers with 15 or more employees.

What are the EEOC laws? The EEOC enforces laws that prohibit employment discrimination based on race, sex, age, disability, and other characteristics.

What are my rights under the EEOC? You have the right to be treated fairly in the workplace. You also have the right to sue your employer for EEOC violations.

What are my responsibilities under the EEOC? You must provide advance notice of your EEOC leave and provide medical certification from a health care provider.

For more information, visit www.dol.gov/whd



Paycheck Checkup Can Prevent a Tax-Time Surprise

What is the Paycheck Checkup? The Paycheck Checkup is a free online tool that helps workers check their pay and taxes.

Who is covered by the Paycheck Checkup? The Paycheck Checkup covers federal government employees and private sector employers with 15 or more employees.

What are the Paycheck Checkup features? The Paycheck Checkup features include:

- Checking your pay and taxes.
- Checking your employer's payroll practices.
- Checking your employer's tax practices.

For more information, visit www.dol.gov/whd

2022 minimum wage: \$14.45 per hour

Washington's minimum wage will be \$14.45 per hour starting Jan. 1, 2022. Minimum wage will be \$14.45 per hour for paid 90% of the cost of minimum wage, at \$13.20 per hour.

For more information, visit www.dol.gov/whd



Domestic Violence Leave

What is Domestic Violence Leave? Domestic Violence Leave is a type of leave that allows workers to take time off work to deal with domestic violence.

Who is covered by Domestic Violence Leave? Domestic Violence Leave covers federal government employees and private sector employers with 15 or more employees.

What are the Domestic Violence Leave requirements? Domestic Violence Leave requirements include:

- Providing advance notice of leave.
- Providing medical certification from a health care provider.

For more information, visit www.dol.gov/whd

Your Rights as a Worker

What are my rights as a worker? You have the right to be treated fairly in the workplace. You also have the right to sue your employer for violations of your rights.

What are my responsibilities as a worker? You must provide advance notice of your leave and provide medical certification from a health care provider.

For more information, visit www.dol.gov/whd

Job Safety and Health Law

What is the Job Safety and Health Law? The Job Safety and Health Law is a federal law that sets the minimum standards for workplace safety and health.

Who is covered by the Job Safety and Health Law? The Job Safety and Health Law covers federal government employees and private sector employers with 15 or more employees.

What are the Job Safety and Health Law standards? The Job Safety and Health Law standards include:

- Providing a safe workplace.
- Providing training on job hazards.

For more information, visit www.dol.gov/whd

Notice to Employees

What is the Notice to Employees? The Notice to Employees is a federal law that requires employers to provide notice to employees of their rights.

Who is covered by the Notice to Employees? The Notice to Employees covers federal government employees and private sector employers with 15 or more employees.

What are the Notice to Employees requirements? The Notice to Employees requirements include:

- Providing notice to employees of their rights.
- Providing notice to employees of their responsibilities.

For more information, visit www.dol.gov/whd

Washington State New Laws 2014 Summary

**Jill Sterrett, Connie Ozawa, Dennis
Ryan, Ethan Seltzer, Jan Whittington**

Washington State New Laws 2014 Summary:

The Oxford Handbook of Assessment Policy and Practice in Music Education, Volume 2 Timothy Brophy, 2019-01-02 In the music classroom instructors who hope to receive aid are required to provide data on their classroom programs Due to the lack of reliable valid large scale assessments of student achievement in music however music educators in schools that accept funds face a considerable challenge in finding a way to measure student learning in their classrooms From Australia to Taiwan to the Netherlands music teachers experience similar struggles in the quest for a definitive assessment resource that can be used by both music educators and researchers In this two volume Handbook contributors from across the globe come together to provide an authority on the assessment measurement and evaluation of student learning in music The Handbook s first volume emphasizes international and theoretical perspectives on music education assessment in the major world regions This volume also looks at technical aspects of measurement in music and outlines situations where theoretical foundations can be applied to the development of tests in music The Handbook s second volume offers a series of practical and US focused approaches to music education assessment Chapters address assessment in different types of US classrooms how to assess specific skills or requirements and how assessment can be used in tertiary and music teacher education classrooms Together both volumes of *The Oxford Handbook of Assessment in Music Education* pave the way forward for music educators and researchers in the field

Annual Energy Outlook 2016 With Projections to 2040 Energy Dept., Energy Information Administration, 2017-02-15 The Annual Energy Outlook 2016 presents long term projections of energy supply demand and prices through 2040 The projections focused on U S energy markets are based on results from EIA s National Energy Modeling System which enables EIA to make projections under alternative internally consistent sets of assumptions

From Rage to Reason Emily Horowitz, 2023-06-30 Analyzing sex offense laws and false claims this book shows that laws based on vengeance rather than justice or evidence create new forms of harm while failing to address the real and pervasive problem of sexual violence In this timely and extensively researched book sociologist Emily Horowitz shows how current sex offense policies in the United States create new forms of harm and prevent those who have caused harm from the process of constructive repentance or contributing to society after punishment Horowitz also illustrates the failure of criminal justice responses to social problems Sharing detailed narratives from the experiences of those on registries and their loved ones Horowitz reveals the social impact and cycle of violence that results from dehumanizing and banishing those who have already been held accountable *From Rage to Reason* offers a new perspective on how and why false claims about sex offenses became so pervasive and how these myths fostered ineffective policies that have little to do with the reality of most sexual abuse It argues that to truly prevent sexual abuse we must unearth the sources of these misunderstandings debunk these claims in a systematic way and have frank and genuine discussions about the limits of legal responses to complex social problems

The Role of Law Enforcement in Emergency Management and Homeland Security

Mark R. Landahl, Tonya E. Thornton, 2021-09-06 This book examines the role and involvement of law enforcement agencies across the spectrum of homeland security and emergency management Contributions from expert practitioners and academics are organized around the mission areas of mitigation protection prevention preparedness response and recovery

Planning the Pacific Northwest Jill Sterrett, Connie Ozawa, Dennis Ryan, Ethan Seltzer, Jan Whittington, 2017-10-20 The Pacific Northwest is green to the extreme Yet a day trip can go from pristine wilderness to downtown Seattle Portland or Vancouver How are these commercial and cultural hot spots keeping nature and growth in balance and what's coming next Trace the path from forests and fish to bikes and brews as *Planning the Pacific Northwest* continues the APA Planners Press series on how planning shapes major American cities

Juvenile Delinquency Christopher A. Mallett, Miyuki Fukushima Tedor, 2018-07-13 *Juvenile Delinquency Pathways and Prevention* explores the pivotal roles that family trauma mental health and schools have on juvenile delinquency while exploring opportunities for prevention and intervention Authors Christopher A Mallett and Miyuki Fukushima Tedor draw from years of experience working with juvenile offenders to shed light on the nature of delinquency and the diverse pathways to juvenile delinquency while offering evidence based techniques for preventing and rehabilitating youthful offenders Clear explanations of the concepts and thought provoking case studies move students beyond memorization encouraging them to think critically about juvenile delinquency and make recommendations for better practices and policies

The Violence Inside Us Chris Murphy, 2021-05-18 An engrossing moving and utterly motivating account of the human stakes of gun violence in America Samantha Power Pulitzer Prize winning author of *The Education of an Idealist* Is America destined to always be a violent nation This sweeping history by U S senator Chris Murphy explores the origins of our violent impulses the roots of our obsession with firearms and the mythologies that prevent us from confronting our national crisis In many ways the United States sets the pace for other nations to follow Yet on the most important human concern the need to keep ourselves and our loved ones safe from physical harm America isn't a leader We are disturbingly laggard To confront this problem we must first understand it In this carefully researched and deeply emotional book Senator Chris Murphy dissects our country's violence filled history and the role that our unique obsession with firearms plays in this national epidemic Murphy tells the story of his profound personal transformation in the wake of the mass murder at Newtown and his subsequent immersion in the complicated web of influences that drive American violence Murphy comes to the conclusion that while America's relationship to violence is indeed unique America is not inescapably violent Even as he details the reasons we've tolerated so much bloodshed for so long he explains that we have the power to change Murphy takes on the familiar arguments obliterates the stale talking points and charts the way to a fresh less polarized conversation about violence and the weapons that enable it a conversation we urgently need in order to transform the national dialogue and save lives

The Shale Dilemma Shanti Gamper-Rabindran, 2017-11-30 The US shale boom and efforts by other countries to exploit their shale resources could reshape energy and environmental landscapes

across the world But how might those landscapes change Will countries with significant physical reserves try to exploit them Will they protect or harm local communities and the global climate Will the benefits be shared or retained by powerful interests And how will these decisions be made The Shale Dilemma brings together experts working at the forefront of shale gas issues on four continents to explain how countries reach their decisions on shale development Using a common analytical framework the authors identify both local factors and transnational patterns in the decision making process Eight case studies reveal the trade offs each country makes as it decides whether to pursue delay or block development Those outcomes in turn reflect the nature of a country s political process and the power of interest groups on both sides of the issue The contributors also ask whether the economic arguments made by the shale industry and its government supporters have overshadowed the concerns of local communities for information on the effects of shale operations and for tax policies and regulations to ensure broad based economic development and environmental protection As an informative and even handed account The Shale Dilemma recommends practical steps to help countries reach better more transparent and more far sighted decisions

Illusions of Control Erica L. Gaston, 2024-08-06 Over the last two decades the United States has supported a range of militias rebels and other armed groups in Afghanistan Iraq and Syria Critics have argued that such partnerships have many perils from enabling human rights abuses to seeding future threats Policy makers however have sought to mitigate the risks of partnering with irregular armed groups Militia group leaders in far flung corners of these war torn countries were subjected to background checks and instructed about international law and human rights and their funding was cut when they crossed red lines To what extent have such mechanisms curbed the dangers of proxy warfare and what unforeseen consequences has this approach unleashed Drawing on a decade of field research and hundreds of interviews with stakeholders Erica L Gaston unpacks the dilemmas of attempting to control proxy forces She demonstrates that although the tools U S policy makers used to constrain partners behavior increased in number and sophistication they never fully addressed the range of political security and legal concerns surrounding these forces Moreover by shifting policy makers calculations the use of proxy forces introduced additional moral hazards and may have enabled riskier decision making Featuring substantial empirical detail and close analysis of key internal debates Illusions of Control offers new perspectives on some of the most significant and controversial elements of recent U S security policy In addition to nuanced insights about proxy relationships this book provides a novel analytical toolkit for exploring transnational bargaining and foreign policy deliberations in hybrid political environments

Introduction to Health Care Management

Buchbinder, Nancy H. Shanks, 2016-03-28 This concise reader friendly introductory healthcare management text covers a wide variety of healthcare settings from hospitals to nursing homes and clinics Filled with examples to engage the reader s imagination the important issues in healthcare management such as ethics cost management strategic planning and marketing information technology and human resources are all thoroughly covered

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