



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. During the leave, your employer must maintain your position or an equivalent position for you.

Who is covered by the FMLA? The FMLA covers federal government employees and employees of private employers with 50 or more employees who work at a location with at least 50 employees.

What are the FMLA requirements? To be eligible for FMLA leave, you must have worked for your employer for at least 12 months and at least 1,250 hours during the 12-month period before the leave begins.

What are the FMLA leave reasons? The FMLA allows leave 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 care of the employee's own serious health condition.
- The death of a child, spouse, or parent.
- The employee's own serious health condition that makes the employee unable to perform his or her job.

What are the FMLA leave benefits? The FMLA requires employers to maintain the employee's group health insurance during the leave. The FMLA also requires employers to restore the employee to his or her position or an equivalent position after the leave ends.

What are the FMLA leave procedures? Employees must provide their employer with advance notice of the leave and a certification from a health care provider that the leave is for a FMLA-qualifying reason.

What are the FMLA leave penalties? Employers who violate the FMLA may be liable for damages, including back pay, benefits, and attorney's fees.

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 other labor standards for most workers in the United States.

Who is covered by the FLSA? The FLSA covers most workers in the United States, including federal government employees and employees of private employers.

What are the FLSA requirements? The FLSA requires employers to pay workers at least the federal minimum wage and to pay overtime pay for hours worked in excess of 40 hours per week.

What are the FLSA leave benefits? The FLSA requires employers to pay workers for any unpaid wages or overtime pay owed to them.

What are the FLSA leave penalties? Employers who violate the FLSA may be liable for damages, including back pay, benefits, and attorney's fees.

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 employees who are called to active military service. It requires employers to restore the employee to his or her position or an equivalent position after the employee's service.

Who is covered by USERRA? USERRA covers federal government employees and employees of private employers with 100 or more employees.

What are the USERRA requirements? USERRA requires employers to restore the employee to his or her position or an equivalent position after the employee's service. The employer must also pay the employee for any unpaid wages or benefits owed to him or her.

What are the USERRA leave benefits? USERRA requires employers to pay workers for any unpaid wages or benefits owed to them.

What are the USERRA leave penalties? Employers who violate USERRA may be liable for damages, including back pay, benefits, and attorney's fees.

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 prohibits employers from requiring employees to take a polygraph test as a condition of employment.

Who is covered by the EPPA? The EPPA covers federal government employees and employees of private employers with 100 or more employees.

What are the EPPA requirements? The EPPA prohibits employers from requiring employees to take a polygraph test as a condition of employment.

What are the EPPA leave benefits? The EPPA requires employers to pay workers for any unpaid wages or benefits owed to them.

What are the EPPA leave penalties? Employers who violate the EPPA may be liable for damages, including back pay, benefits, and attorney's fees.

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



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.
- This poster is available from OSHA.*
- 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-Site Consultation services are available to small and medium-sized employers, without cost or penalty, through OSHA-supported consultation programs in every state.*

Contact OSHA. We can help.



1-800-321-OSHA (6742) • TTY 1-877-688-6827 • www.osha.gov

Equal Employment Opportunity in THE LAW

What is the EEOC? The EEOC is a federal agency that enforces laws that prohibit employers from discriminating against workers on the basis of race, sex, age, disability, and other characteristics.

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

What are the EEOC requirements? The EEOC requires employers to treat all workers equally and to provide equal opportunities for all workers.

What are the EEOC leave benefits? The EEOC requires employers to pay workers for any unpaid wages or benefits owed to them.

What are the EEOC leave penalties? Employers who violate the EEOC may be liable for damages, including back pay, benefits, and attorney's fees.

For more information, visit www.eeoc.gov



Paycheck Checkup Can Prevent a Tax-Time Surprise

What is a Paycheck Checkup? A Paycheck Checkup is a free service that helps workers check their pay and benefits to make sure they are getting what they are owed.

Who is covered by the Paycheck Checkup? The Paycheck Checkup is available to all workers in the United States.

What are the Paycheck Checkup requirements? The Paycheck Checkup requires employers to provide workers with accurate pay and benefit information.

What are the Paycheck Checkup leave benefits? The Paycheck Checkup requires employers to pay workers for any unpaid wages or benefits owed to them.

What are the Paycheck Checkup leave penalties? Employers who violate the Paycheck Checkup may be liable for damages, including back pay, benefits, and attorney's fees.

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. Workers who are 16 or 17 years old may be paid 85% of the adult minimum wage, or \$12.28 per hour.



Domestic Violence Leave

What is Domestic Violence Leave? Domestic Violence Leave is a federal law that allows workers to take unpaid leave from work to deal with domestic violence.

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

What are the Domestic Violence Leave requirements? Domestic Violence Leave requires employers to allow workers to take unpaid leave from work to deal with domestic violence.

What are the Domestic Violence Leave leave benefits? Domestic Violence Leave requires employers to pay workers for any unpaid wages or benefits owed to them.

What are the Domestic Violence Leave leave penalties? Employers who violate Domestic Violence Leave may be liable for damages, including back pay, benefits, and attorney's fees.

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

Your Rights as a Worker

What are your rights as a worker? Workers have the right to a safe and healthy workplace, to be paid for their work, and to be treated fairly.

What are the requirements for workers? Workers must follow the rules of their employer and must not engage in illegal activities.

What are the leave benefits for workers? Workers are entitled to unpaid leave from work to deal with domestic violence.

What are the leave penalties for workers? Workers who violate the law may be liable for damages, including back pay, benefits, and attorney's fees.

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 requires employers to provide a safe and healthy workplace for their workers.

Who is covered by the Job Safety and Health Law? The Job Safety and Health Law covers federal government employees and employees of private employers with 100 or more employees.

What are the Job Safety and Health Law requirements? The Job Safety and Health Law requires employers to provide a safe and healthy workplace for their workers.

What are the Job Safety and Health Law leave benefits? The Job Safety and Health Law requires employers to pay workers for any unpaid wages or benefits owed to them.

What are the Job Safety and Health Law leave penalties? Employers who violate the Job Safety and Health Law may be liable for damages, including back pay, benefits, and attorney's fees.

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 workers with a copy of this poster.

Who is covered by the Notice to Employees? The Notice to Employees covers federal government employees and employees of private employers with 100 or more employees.

What are the Notice to Employees requirements? The Notice to Employees requires employers to provide workers with a copy of this poster.

What are the Notice to Employees leave benefits? The Notice to Employees requires employers to pay workers for any unpaid wages or benefits owed to them.

What are the Notice to Employees leave penalties? Employers who violate the Notice to Employees may be liable for damages, including back pay, benefits, and attorney's fees.

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Your Rights as a Worker

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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

The Enigmatic Realm of **Washington State New Laws 2014 Summary**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing in short supply of extraordinary. Within the captivating pages of **Washington State New Laws 2014 Summary** a literary masterpiece penned with a renowned author, readers attempt a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting impact on the hearts and minds of those who partake in its reading experience.

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web 1 find the anterior front end of the earthworm by locating the fleshy bump over its mouth called the prostomium the posterior back end has a small hole where solid waste is expelled called the anus the length of the worm is made up of many tiny segments each separated by a thin wall called a septum 2

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