



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 12 months to be eligible for FMLA leave.

What are the FMLA leave reasons? The FMLA allows employees to take 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 employee's own serious health condition.
- The death of a child, spouse, or parent.

How much FMLA leave can an employee take? An eligible employee can take up to 12 weeks of FMLA leave in a 12-month period. Some employees may be eligible for up to 26 weeks of leave in a 12-month period to care for a child who is a victim of domestic violence.

What are the FMLA leave requirements? Employees must provide advance notice to their employer as soon as practicable when they need FMLA leave. They must also provide medical certification from a health care provider to support their FMLA leave request.

What are the FMLA leave consequences? Employers are required to maintain health benefits for employees on FMLA leave. Employees who take FMLA leave are protected from retaliation and discrimination by their employer.

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

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REHABILITATION ACT

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 employees to their former position or a comparable position after their military service ends.

Who is covered by USERRA? USERRA covers federal government employees and private sector employers with 100 or more employees. Employees must have been called to active military service to be covered by USERRA.

What are the USERRA leave requirements? Employees must provide advance notice to their employer when they are called to active military service. They must also provide documentation from the military to support their USERRA leave request.

What are the USERRA leave consequences? Employers are required to restore employees to their former position or a comparable position after their military service ends. They must also maintain health benefits for employees on USERRA leave.

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



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.

Contact OSHA. We can help.

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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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. It also requires employers to keep accurate records of hours worked and wages paid.

Who is covered by the FLSA? The FLSA covers federal government employees and private sector employers with 50 or more employees. Employees must have worked for the employer for at least 12 months to be covered by the FLSA.

What are the FLSA minimum wage and overtime requirements? The FLSA requires employers to pay employees at least the federal minimum wage of \$7.25 per hour. Employees who work more than 40 hours a week are entitled to overtime pay at a rate of at least 1.5 times their regular rate of pay.

What are the FLSA recordkeeping requirements? Employers are required to keep accurate records of hours worked and wages paid for each employee. These records must be kept for at least 3 years.

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

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

What is the EPPA? The EPPA is a federal law that protects employees from being forced to take a lie detector test. It prohibits employers from requiring employees to take a polygraph test as a condition of employment or as a condition of continued employment.

Who is covered by the EPPA? The EPPA covers federal government employees and private sector employers with 100 or more employees. Employees must have worked for the employer for at least 12 months to be covered by the EPPA.

What are the EPPA requirements? Employers are prohibited from requiring employees to take a polygraph test. They are also prohibited from retaliating against employees who refuse to take a polygraph test.

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

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 employees on the basis of race, sex, age, disability, and other characteristics. The EEOC also provides guidance to employers on how to comply with these laws.

What are the EEOC laws? The EEOC enforces several federal laws that prohibit employment discrimination, including:

- Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, sex, and religion.
- The Age Discrimination in Employment Act of 1967, which prohibits discrimination on the basis of age.
- The Americans with Disabilities Act of 1990, which prohibits discrimination on the basis of disability.
- The Genetic Information Nondiscrimination Act of 2008, which prohibits discrimination on the basis of genetic information.

What are the EEOC enforcement procedures? Employees who believe they have been discriminated against by their employer must first file a complaint with the EEOC. The EEOC will then investigate the complaint and attempt to resolve the dispute through mediation or conciliation. If the EEOC finds that there is evidence of discrimination, it may file a lawsuit on behalf of the employee.

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 provided by the Department of Labor that helps employees verify that their employer is correctly withholding federal income taxes and Social Security taxes from their paychecks.

How do I get a Paycheck Checkup? Employees can get a Paycheck Checkup by visiting the www.dol.gov/eisaa website or by calling 1-800-321-OSHA.

What are the benefits of a Paycheck Checkup? A Paycheck Checkup can help employees avoid a tax-time surprise by ensuring that their employer is correctly withholding taxes from their paychecks. It can also help employees identify any errors in their paychecks and take steps to correct them.

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

2022 minimum wage: \$14.45 per hour

Washington's minimum wage will be \$14.45 per hour starting Jan. 1, 2022. Minimum wage will rise to \$15.00 per hour for paid 90% of the cost minimum wage, at \$15.00 per hour.

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



Domestic Violence Leave

What is Domestic Violence Leave? Domestic Violence Leave is a type of unpaid leave that allows employees to take time off work to deal with the aftermath of domestic violence. It is designed to help employees recover from the trauma of domestic violence and to ensure that they can return to work safely.

Who is eligible for Domestic Violence Leave? Employees who are victims of domestic violence are eligible for Domestic Violence Leave. Domestic violence is defined as a pattern of behavior by one person that causes fear or harm to another person.

What are the requirements for Domestic Violence Leave? Employees must provide documentation from a law enforcement agency or a healthcare provider to support their Domestic Violence Leave request. They must also provide advance notice to their employer as soon as practicable when they need Domestic Violence Leave.

What are the consequences of Domestic Violence Leave? Employers are required to maintain health benefits for employees on Domestic Violence Leave. Employees who take Domestic Violence Leave are protected from retaliation and discrimination by their employer.

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

Your Rights as a Worker

What are your rights as a worker? Workers have several rights that are protected by federal and state laws. These rights include the right to a safe workplace, the right to fair wages and overtime pay, and the right to be free from discrimination and harassment.

What are the federal laws that protect workers' rights? Several federal laws protect workers' rights, including:

- The Fair Labor Standards Act (FLSA), which sets the minimum wage and overtime pay standards.
- The Family and Medical Leave Act (FMLA), which gives eligible employees the right to take unpaid, job-protected leave for certain family and medical reasons.
- The Americans with Disabilities Act (ADA), which prohibits discrimination on the basis of disability.
- The National Labor Relations Act (NLRA), which protects the rights of workers to organize and bargain collectively.

What are the state laws that protect workers' rights? Each state has its own laws that protect workers' rights. These laws may provide additional protections beyond the federal laws.

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

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 employees. It also gives employees the right to a safe and healthy workplace.

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 100 or more employees. Employees must have worked for the employer for at least 12 months to be covered by the Job Safety and Health Law.

What are the requirements of the Job Safety and Health Law? Employers are required to provide a safe and healthy workplace for their employees. They must also provide training and information to employees about workplace safety and health hazards.

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

Notice to Employees

What is the Notice to Employees? The Notice to Employees is a poster that employers are required to display in their workplace. It provides information about workers' rights and the requirements of federal and state labor laws.

What are the requirements of the Notice to Employees? Employers are required to display the Notice to Employees in a prominent location in the workplace. They must also provide a copy of the Notice to Employees to each new employee.

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

Your Rights as a Worker

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Washington State New Laws 2014 Summary

Emily Horowitz



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

Adopting the Tune of Expression: An Psychological Symphony within **Washington State New Laws 2014 Summary**

In some sort of eaten by screens and the ceaseless chatter of quick connection, the melodic elegance and mental symphony produced by the prepared term frequently fade into the background, eclipsed by the persistent noise and disruptions that permeate our lives. Nevertheless, located within the pages of **Washington State New Laws 2014 Summary** a wonderful literary treasure filled with natural feelings, lies an immersive symphony waiting to be embraced. Crafted by an elegant musician of language, this interesting masterpiece conducts visitors on an emotional trip, skillfully unraveling the hidden tunes and profound impact resonating within each cautiously constructed phrase. Within the depths with this moving analysis, we will investigate the book is central harmonies, analyze their enthralling publishing design, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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