



WASHINGTON 2023



EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA? The Family and Medical Leave Act (FMLA) gives eligible employees the right to take unpaid, job-protected leave for certain family and medical reasons. FMLA leave is unpaid, but your employer must maintain your health insurance coverage during the leave.

Who is eligible? You are eligible for FMLA if you have worked for your employer for at least 12 months and at least 1,250 hours in the 12 months before you start your leave. Your employer must have at least 50 employees within a 75-mile radius of your workplace.

What are the reasons for FMLA leave? 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.
- Your own serious health condition that makes you unable to perform your job.
- A death in the family.

How much leave can I take? You are entitled to 12 weeks of FMLA leave in a 12-month period. If you are a parent of a child under the age of 13, you are entitled to 11 weeks of FMLA leave.

What are my rights during FMLA leave? Your employer must maintain your health insurance coverage during the leave. You must be able to perform your job when you return from leave.

What are my responsibilities during FMLA leave? You must give your employer notice of your leave at least 30 days before you start your leave. You must provide medical certification from a health care provider to support your leave.

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your FMLA leave. If you are denied FMLA leave, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov/fmla or call 1-866-4-USA-WAGE.

YOUR RIGHTS UNDER USERRA

What is USERRA? The Uniformed Services Uniformed Services Employment and Reemployment Rights Act (USERRA) gives you the right to return to your job or a comparable job after you are discharged from active military service.

Who is eligible? You are eligible for USERRA if you have been discharged from active military service and you have been employed by your employer for at least 180 days before you were discharged.

What are my rights under USERRA? You have the right to return to your job or a comparable job after you are discharged from active military service. Your employer must restore your seniority and benefits.

What are my responsibilities under USERRA? You must give your employer notice of your discharge from active military service. You must provide a certificate of discharge from the Department of Defense.

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your USERRA rights. If you are denied USERRA rights, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov/userra or call 1-866-4-USA-WAGE.



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.



Contact OSHA. We can help.

1-800-321-OSHA (6742) • TTY 1-877-685-6827 • www.osha.gov

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25

What is the FLSA? The Fair Labor Standards Act (FLSA) sets the federal minimum wage, overtime pay, and child labor standards.

Who is eligible? You are eligible for FLSA if you are an employee of a business that is engaged in interstate commerce or the production of goods for commerce.

What are my rights under FLSA? You have the right to be paid at least the federal minimum wage and overtime pay for hours worked in excess of 40 hours per week.

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

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your FLSA rights. If you are denied FLSA rights, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov/flsa or call 1-866-4-USA-WAGE.

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

What is the EPPA? The Employee Polygraph Protection Act (EPPA) gives you the right to be free from employer-mandated polygraph testing.

Who is eligible? You are eligible for EPPA if you are an employee of a business that is engaged in interstate commerce or the production of goods for commerce.

What are my rights under EPPA? You have the right to be free from employer-mandated polygraph testing.

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

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your EPPA rights. If you are denied EPPA rights, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov/eppa or call 1-866-4-USA-WAGE.

Equal Employment Opportunity in THE LAW

What is EEO? The Equal Employment Opportunity Act (EEO) gives you the right to be free from discrimination in the workplace.

Who is eligible? You are eligible for EEO if you are an employee of a business that is engaged in interstate commerce or the production of goods for commerce.

What are my rights under EEO? You have the right to be free from discrimination in the workplace.

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

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your EEO rights. If you are denied EEO rights, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov/eo or call 1-866-4-USA-WAGE.



Paycheck Checkup Can Prevent a Tax-Time Surprise

What is a Paycheck Checkup? A Paycheck Checkup is a free service that helps you check your paycheck for errors.

Who is eligible? You are eligible for a Paycheck Checkup if you are an employee of a business that is engaged in interstate commerce or the production of goods for commerce.

What are my rights under a Paycheck Checkup? You have the right to be free from errors on your paycheck.

What are my responsibilities under a Paycheck Checkup? You must keep accurate records of your hours worked and wages received.

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your Paycheck Checkup rights. If you are denied Paycheck Checkup rights, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov/paycheck or call 1-866-4-USA-WAGE.

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.



Domestic Violence Leave

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

Who is eligible? You are eligible for Domestic Violence Leave if you are an employee of a business that is engaged in interstate commerce or the production of goods for commerce.

What are my rights under Domestic Violence Leave? You have the right to take time off work to deal with domestic violence.

What are my responsibilities under Domestic Violence Leave? You must keep accurate records of your hours worked and wages received.

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your Domestic Violence Leave rights. If you are denied Domestic Violence Leave rights, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov/dv or call 1-866-4-USA-WAGE.



Your Rights as a Worker

What are my rights as a worker? You have the right to be free from discrimination in the workplace.

What are my responsibilities as a worker? You must keep accurate records of your hours worked and wages received.

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your rights. If you are denied rights, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov or call 1-866-4-USA-WAGE.

Job Safety and Health Law

What is the Job Safety and Health Law? The Job Safety and Health Law gives you the right to a safe workplace.

Who is eligible? You are eligible for the Job Safety and Health Law if you are an employee of a business that is engaged in interstate commerce or the production of goods for commerce.

What are my rights under the Job Safety and Health Law? You have the right to a safe workplace.

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

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your Job Safety and Health Law rights. If you are denied Job Safety and Health Law rights, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov/jsh or call 1-866-4-USA-WAGE.

Notice to Employees

What is the Notice to Employees? The Notice to Employees is a notice that informs you of your rights under the law.

Who is eligible? You are eligible for the Notice to Employees if you are an employee of a business that is engaged in interstate commerce or the production of goods for commerce.

What are my rights under the Notice to Employees? You have the right to be free from discrimination in the workplace.

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

What happens if I don't follow the rules? If you don't follow the rules, your employer can deny your Notice to Employees rights. If you are denied Notice to Employees rights, you may be subject to disciplinary action.

Where can I get more information? Visit www.dol.gov/notice or call 1-866-4-USA-WAGE.

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Washington State New Laws 2014 Summary

**Christopher A. Mallett, Miyuki
Fukushima Tedor**



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

Washington State New Laws 2014 Summary Book Review: Unveiling the Power of Words

In a global driven by information and connectivity, the ability of words has be much more evident than ever. They have the capability to inspire, provoke, and ignite change. Such may be the essence of the book **Washington State New Laws 2014 Summary**, a literary masterpiece that delves deep into the significance of words and their effect on our lives. Written by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall impact on readers.

https://ftp.barnabastoday.com/data/publication/HomePages/Volkswagon_Passat_Service_Manual.pdf

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