

Everyone deserves a healthy relationship



No one ever deserves to be mistreated.

Abuse is a pattern of behavior that one person uses to gain power and control over another. These behaviors can include isolation, emotional abuse, monitoring, controlling finances, or physical and sexual assault.

Everyone should be free to make their own choices in relationships. If you are experiencing harm or need advice, call the National Domestic Violence Hotline. You can reach their advocates 24/7/365 to get the support you deserve. No names, no fees, and no judgement. Just help. 800-799-SAFE (7233) or 800-787-3224 (TTY).

www.thehotline.org

You can also find a program in your area that can help. Find out more about what kind of help is available at wscadv.org/get-help-now.



Employment Security Department

WASHINGTON STATE

Workplace posters available at esd.wa.gov

The Employment Security Department is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Service: 711

You may be eligible for
**UNEMPLOYMENT
BENEFITS**
if you lose your job

Visit www.esd.wa.gov to apply and click "Sign in or create an account"



To apply for unemployment, you will need

- Your Social Security number.
- Names and addresses of everyone you worked for in the last 18 months.
- Dates you started and stopped working for each employer.
- Reasons you left each job.
- Your alien registration number if you are not a U.S. citizen.
- Your SF8 and SF50 (if you worked for the Federal Government in the last 18 months).
- Your Washington State ID or License, if applicable.

If you were in the military within the last 18 months, we will also ask you to fax or mail us a copy of your discharge papers (Form DD214 member 4 or higher).

The fastest way to apply is online at esd.wa.gov

If you don't have a home computer, you can access one at a WorkSource center or your local library.

If you can't apply online, try contacting us over the phone

Call 800-318-6022. Persons with hearing or speaking impairments can call Washington Relay Service 711. We are available to help you Monday through Friday 8 a.m. to 4 p.m., except on state holidays. You may experience long wait times.

You must look for work each week that you claim benefits

Visit WorkSource to find all the FREE resources you need to find a job. These include workshops, computers, copiers, phones, fax machines, Internet access, and job listings. Log onto WorkSourceWA.com to find the nearest office.

If your work hours have been reduced to part-time, you may qualify for partial unemployment benefits.

If you have been unemployed due to a work-related injury or non-work-related illness or injury and are now able to work again, you may be eligible for Temporary Total Disability (TTD) unemployment benefits.

For more information, please refer to the Handbook for Unemployed Workers at ESD.WA.GOV.



**Employment
Security
Department**
WASHINGTON STATE

Employers are legally required to post this notice in a place convenient for employees to read (see RCW 50.20.140).

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ESD.WA.GOV

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

Every worker is entitled to workers' compensation benefits. You cannot be penalized or discriminated against for filing a claim. For more information, call toll-free **1-800-547-8367**.

If a job injury occurs

Your employer is insured through the Department of Labor & Industries' workers' compensation program. If you are injured on the job or develop an occupational disease, you are entitled to workers' compensation benefits.

Benefits include:

Medical care. Medical expenses resulting from your workplace injury or disease are covered by the workers' compensation program.

Disability income. If your work-related medical condition prevents you from working, you may be eligible for benefits to partially replace your wages.

Vocational assistance. Under certain conditions, you may be eligible for help in returning to work.

Partial disability benefits. You may be eligible for a monetary award to compensate for the loss of body functions.

Pensions. Injuries that permanently keep you from returning to work may qualify you for a disability pension.

Death benefits for survivors. If a worker dies, the surviving spouse or registered domestic partner and/or dependents may receive a pension.

About required workplace posters

Go to www.Lni.wa.gov/RequiredPosters to learn more about workplace posters from L&I and other government agencies.

On the Web: www.Lni.wa.gov

Upon request, foreign language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 711. L&I is an equal opportunity employer.

What you should do

Report your injury. If you are injured, no matter how minor the injury seems, contact the person listed on this poster.

Get medical care. The first time you see a doctor, you may choose any health-care provider who is qualified to treat your injury. For ongoing care, you must be treated by a doctor in the L&I medical network. (Find network providers at www.Lni.wa.gov/FindADoc.)

Qualified health-care providers include: medical, osteopathic, chiropractic, naturopathic and podiatric physicians; dentists; optometrists; ophthalmologists; physician assistants; and advanced registered nurse practitioners.

Tell your health-care provider and your employer about your work-related injury or condition. The first step in filing a workers' compensation (industrial insurance) claim is to fill out a Report of Accident (ROA). You can do this online with FileFast (www.Lni.wa.gov/FileFast), by phone at 1-877-561-FILE, or on paper in your doctor's office. Filing online or by phone speeds the claim and reduces hassle.

File your claim as soon as possible. For an on-the-job injury, you must file a claim and the Department of Labor & Industries (L&I) must receive it within one year after the day the injury occurred. For an occupational disease, you must file a claim and L&I must receive it within two years following the date you are advised by a health-care provider in writing that your condition is work related.

Report your injury to:

Human Resources

(Your employer fills in this space.)

Helpful phone numbers:

911	
Ambulance	
	911
Fire	
	911
Police	

¡Es la ley! Los empleadores deben colocar este aviso en un lugar donde puedan leerlo los empleados.

Cada trabajador tiene derecho a recibir beneficios del programa de compensación al trabajador. Usted no puede ser penalizado ni discriminado por haber presentado un reclamo. Para más información, llame a la línea gratuita **1-800-547-8367**.

Si ocurre una lesión en el trabajo...

Su empleador está asegurado a través del programa de compensación al trabajador del Departamento de Labor e Industrias. Si usted sufre una lesión en el trabajo o desarrolla una enfermedad ocupacional, tiene derecho a recibir beneficios del programa de compensación al trabajador.

Los beneficios incluyen:

Atención médica. Los gastos médicos que resulten de su lesión o enfermedad ocurrida en el trabajo están cubiertos por el programa de compensación al trabajador.

Ingresos por discapacidad. Si no puede trabajar como resultado de su lesión o enfermedad ocupacional, podría tener derecho a recibir beneficios de sustitución parcial de su salario.

Asistencia vocacional. Bajo ciertas condiciones, usted podría tener derecho a recibir ayuda para regresar a trabajar.

Beneficios de discapacidad parcial. Usted podría recibir una indemnización monetaria para compensarlo por la pérdida de funciones corporales.

Pensiones. Usted podría tener derecho a una pensión por discapacidad si sus lesiones no le dejan volver a trabajar en forma permanente.

Beneficios para los sobrevivientes. Si un trabajador fallece, el cónyuge o pareja doméstica registrada y/o los dependientes sobrevivientes podrían recibir una pensión.

Sobre los carteles requeridos en el lugar de trabajo

Vaya a www.enespanol.Lni.wa.gov/Spanish/formpub/RequiredPostersSpanish.asp para aprender más sobre los carteles del lugar de trabajo de L&I y otras agencias del gobierno.

En Internet: www.Lni.wa.gov

A petición del cliente, hay ayuda disponible para personas que hablan otros idiomas y otros formatos alternos de comunicación para personas con discapacidades. Llame al 1-800-547-8367. Usuarios de dispositivos de telecomunicaciones para sordos (TDD, por su sigla en inglés) llamen al 711. L&I es un empleador con igualdad de oportunidades.

Lo que usted debe hacer...

Reporte su lesión. Si usted se lesiona, aún cuando la lesión parezca ser mínima, póngase en contacto con la persona indicada en este cartel.

Obtenga atención médica. La primera vez que usted visite a un doctor, usted puede escoger a cualquier proveedor de cuidado de la salud que esté calificado para tratar su lesión. Para cuidado continuo, usted debe recibir tratamiento de un doctor de la red de proveedores médicos de L&I. (Encuentre proveedores de la red en www.enespanol.Lni.wa.gov/Spanish/ClaimsIns/Claims/FindaDoc).

Los proveedores de cuidado de la salud calificados incluyen: médicos generales, osteópatas, quiroprácticos, médicos de naturopatía y podiatría, dentistas, optometristas, oftalmólogos, asistentes de doctor y enfermeras registradas de práctica avanzada.

Dígale a su proveedor de cuidado de la salud y a su empleador sobre su lesión o condición relacionada con el trabajo. El primer paso para presentar un reclamo de compensación para los trabajadores (seguro industrial) es llenar un Reporte de Accidente (ROA, por su sigla en inglés). Usted puede hacer esto en línea con FileFast (www.Lni.wa.gov/FileFast — en inglés solamente), por teléfono al 1-877-561-3453 o llenar el formulario en la oficina de su doctor. Presentando un reclamo en línea o por teléfono acelera el reclamo y reduce las complicaciones.

Registre su reclamo lo más pronto posible. Para lesiones en el trabajo, debe presentar un reclamo y el Departamento de Labor e Industrias (L&I) debe recibirlo dentro de un año a partir del día en que ocurrió la lesión. Para una enfermedad ocupacional, usted debe presentar un reclamo y L&I debe recibirlo dentro de los dos años después de la fecha en que su proveedor de cuidado de la salud le avisó por escrito que su condición está relacionada con su trabajo.

Reporte su lesión a:

Human Resources

(El empleador llena este espacio.)

Números de teléfono:

_____ 911 _____	
Ambulancia	911
_____ 911 _____	
Bomberos	911
_____ 911 _____	
Policía	



Employers must post this notice where employees can read it.

All workers have the right to a safe and healthy workplace.

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

You have the right to:

- Notify your employer or L&I about workplace hazards. You may ask L&I to keep your name confidential.
- Request an L&I inspection of the place you work if you believe unsafe or unhealthy conditions exist. You or your employee representative may participate in an inspection, without loss of wages or benefits.
- Get copies of your medical records, including records of exposures to toxic and harmful substances or conditions.
- File a complaint with L&I within 90 days if you believe your employer fired you, or retaliated or discriminated against you because you filed a safety complaint, participated in an inspection or any other safety-related activity.

The law requires you to follow workplace safety and health rules that apply to your own actions and conduct on the job.

Employers — You have a legal obligation to protect employees on the job.

Employers must provide workplaces free from recognized hazards that could cause employees serious harm or death.

Actions you must take:

- Comply with all workplace safety and health rules that apply to your business, including developing and implementing a written accident prevention plan (also called an APP or safety program).
- Post this notice to inform your employees of their rights and responsibilities.
- Prior to job assignments, train employees how to prevent hazardous exposures and provide required personal protective equipment at no cost.
- Allow an employee representative to participate in an L&I safety/health inspection, without loss of wages or benefits. The L&I inspector may talk confidentially with a number of employees.
- If you are cited for safety and/or health violations, you must prominently display the citation at or near the place of the violation for a minimum of seven working days, excluding weekends and holidays. It must remain posted until all violations have been corrected.
- You may appeal a violation correction date if you believe the time allowed on the citation is not reasonable.

Firing or retaliating against any employee for filing a complaint or participating in an inspection, investigation, or opening or closing conference is illegal.

This poster is available free from L&I at Lni.wa.gov/RequiredPosters.

Free assistance from the Division of Occupational Safety and Health (DOSH)

- Training and resources to promote safe workplaces.
- On-site consultations to help employers identify and fix hazards, and risk management help to lower your workers' compensation costs.



Employers must report all deaths, in-patient hospitalizations, amputations or loss of an eye.

Report any work-related death or in-patient hospitalization to L&I's Division of Occupational Safety and Health (DOSH) within 8 hours.

Report any work-related non-hospitalized amputation or loss of an eye to DOSH within 24 hours.

For any work-related death, in-patient hospitalization, amputation or loss of an eye, you must report the following information to DOSH:

- Employer contact person and phone number.
- Name of business.
- Address and location where the work-related incident occurred.
- Date and time of the incident.
- Number of employees and their names.
- Brief description of what happened.

Where to report:

- Any local L&I office or
- 1-800-423-7233, press 1 (available 24/7)



Division of Occupational Safety and Health
Lni.wa.gov/go/F416-081-909 | 1-800-423-7233

Upon request, language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 711. L&I is an equal opportunity employer.

Ley de seguridad y salud en el lugar de trabajo

Los empleadores deben colocar este aviso en un lugar donde puedan leerlo los trabajadores.

Todos los trabajadores tienen derecho a un lugar de trabajo seguro y saludable.

Trabajadores — Su empleador debe protegerlo de los peligros que enfrenta en el lugar de trabajo, informarle sobre ellos y proporcionarle capacitación.

Usted tiene el derecho de:

- Notificarle a su empleador o a L&I sobre los peligros en el lugar de trabajo. Usted puede pedirle a L&I que mantenga su nombre confidencial.
- Solicitar que L&I inspeccione el lugar donde trabaja si cree que existen condiciones inseguras o no saludables. Usted y el representante de los trabajadores pueden participar en una inspección sin que se les deduzca su sueldo o sus beneficios.
- Obtener copias de sus expedientes médicos, incluyendo los registros sobre exposiciones a sustancias o condiciones tóxicas y peligrosas.
- Presentar una queja con L&I dentro de 90 días si usted piensa que su empleador lo despidió o tomó represalias o lo discriminó porque presentó una queja sobre la seguridad, participó en una inspección u otra actividad de seguridad relacionada.

La ley requiere que usted siga las normas de seguridad y salud en el lugar de trabajo que se apliquen a sus acciones y conducta en el trabajo.

Empleadores — Ustedes tienen la obligación legal de proteger a los trabajadores en el trabajo.

Los empleadores deben proporcionar lugares de trabajo libres de riesgos reconocidos que puedan causar lesiones graves o la muerte a los trabajadores.

Acciones que usted debe tomar:

- Cumplir con todas las normas de seguridad y salud en el lugar de trabajo que se apliquen a su negocio, incluyendo el desarrollo y la implementación de un Plan de Prevención de Accidentes por escrito (también llamado un programa de seguridad).
- Poner este aviso en un lugar visible para informar a los trabajadores de sus derechos y responsabilidades.
- Antes de dar trabajos, enseñe a los trabajadores sobre cómo prevenir exposiciones peligrosas y déles el equipo de protección personal necesario sin costo alguno.
- Deje que un representante de los trabajadores participe en una inspección de seguridad/salud de L&I sin que le descuenten del sueldo o beneficios. Es posible que un inspector de L&I hable en forma confidencial con algunos trabajadores.
- Si recibe una citación por una infracción de salud y seguridad usted debe ponerla en un lugar visible en o cerca del lugar de la infracción por un mínimo de siete días hábiles, excluyendo los fines de semana y los días festivos. Debe permanecer en un lugar visible hasta que se hayan corregido todas las infracciones.
- Apelar la fecha de corrección de una infracción, si usted considera que el plazo permitido en la citación no es razonable.

Es ilegal despedir o tomar represalias en contra de un trabajador por haber presentado una queja o por haber participado en una inspección, investigación o conferencia de apertura o conferencia final.

Este cartel es gratis y está disponible en el sitio Web de L&I en **Lni.wa.gov/CartelesRequeridos**.

Asistencia gratuita de la División de Salud y Seguridad (DOSH)

- Capacitación y recursos para promover lugares de trabajo seguros.
- Asesorías en el lugar de trabajo para ayudar a los empleadores a identificar y corregir peligros y el manejo de riesgos para reducir los costos de reclamos de compensación para los trabajadores.



Los empleadores deben reportar todas las muertes, hospitalizaciones, amputaciones o pérdida de ojos.

Reporte a la División de Seguridad y Salud Ocupacional (DOSH) de L&I cualquier muerte u hospitalización relacionada con el trabajo dentro de 8 horas.

Reporte a la DOSH cualquier amputación sin hospitalización o pérdida de un ojo dentro de 24 horas.

Para cualquier muerte relacionada con el trabajo, hospitalización, amputación o pérdida de un ojo, debe reportar la siguiente información a la DOSH:

- Nombre de la persona de contacto de la empresa y su número de teléfono.
- Nombre del negocio.
- Dirección y lugar donde ocurrió el incidente
- Fecha y hora del incidente.
- Número de trabajadores y sus nombres.
- Una descripción breve de lo sucedido.

¿Dónde reportar?

- Cualquier oficina local de L&I o
- Puede llamar a DOSH al 1-800-423-7233, presione 1 (disponible las 24 horas)



División de Seguridad y Salud Ocupacional
Lni.wa.gov/go/F416-081-909 | 1-800-423-7233

A petición del cliente, hay ayuda disponible para personas que hablan otros idiomas y otros formatos alternos de comunicación para personas con discapacidades. Llame al 1-800-547-8367. Usuarios de dispositivos de telecomunicaciones para sordos (TDD, por su sigla en inglés) llamen al 711. L&I es un empleador con igualdad de oportunidades.

It's the law!

Employers must post this notice where employees can read it.

Wage and Overtime Laws

Workers must be paid the Washington minimum wage

- Most workers who are 16 years of age or older must be paid at least the minimum wage for all hours worked. See www.Lni.wa.gov/MinWage.
- Workers who are 14 or 15 may be paid 85% of the minimum wage.
- Tips cannot be counted as part of the minimum wage. Employers must pay all tips to employees.

Overtime pay is due when working more than 40 hours

Most workers must be paid one and one-half times their regular rate of pay for all hours worked over 40 in a fixed seven-day workweek.

Workers Need Meal and Rest Breaks

Meal period

Most workers are entitled to a 30-minute unpaid meal period if working more than five hours in a day. If you must remain on duty during your meal period, you must be paid for the 30 minutes. Agricultural workers are entitled to a second 30-minute unpaid meal period if they work more than 11 hours in a day. Learn more at www.Lni.wa.gov/workers-rights/workplace-policies/rest-breaks-meal-periods-and-schedules.

Breaks

- Most workers are entitled to a 10-minute paid rest break for each four hours worked and must not work more than three hours without a break.
- Agricultural workers must have a 10-minute paid rest break within each four-hour period of work.
- If you are under 18, see “Teen Corner” at right.

Pay Requirements

Regular Payday

Workers must be paid at least once a month on a regularly scheduled payday. Your employer must give you a pay statement showing the number of hours worked, rate of pay, number of piece work units (if piece work), gross pay, the pay period and all deductions taken.

For more information regarding authorized deductions, go to www.Lni.wa.gov/workers-rights/wages/getting-paid and click on “Paycheck deductions.”

Equal Pay and Opportunities Act

Under this law, your employer is prohibited from providing unequal pay or career advancement opportunities based on gender. You also have the right to disclose, compare, or discuss your wages or the wages of other employees. Your employer cannot take any adverse action against you for discussing wages, filing a complaint, or exercising other protected rights under the Equal Pay and Opportunities Act. Employers also are prohibited from requesting a job applicant’s wage or salary history, except under certain circumstances, and cannot require an applicant’s wage or salary history meet certain criteria. Job applicants also have the right to certain salary information if the employer has 15 or more employees. For more information or to file a complaint, go to www.Lni.wa.gov/EqualPay.

Teen Corner — Information for Workers Ages 14–17

- The minimum age for work is generally 14, with different rules for ages 14–15 and ages 16–17.
- Employers must have a minor work permit to employ teens. This requirement applies to family members except on family farms. Teens do not need a work permit.
- Teens are required to have authorization forms signed before they begin working. For summer employment, parents must sign the Parent Authorization for Summer Work form. If you work during the school year, a parent and a school official must sign the Parent/School Authorization form.
- Many jobs are not allowed for anyone under 18 because they are not safe.
- Work hours are limited for teens, with more restrictions on work hours during school weeks.

Meal and rest breaks for teens

- In agricultural work, teens of any age get a meal period of 30 minutes if working more than five hours, and a 10-minute paid break for each four hours worked.
- In all other industries, teens who are 16 or 17 must have a 30-minute meal period if working more than five hours, and a 10-minute paid break for each four hours worked. They must have the rest break at least every three hours.
- Teens who are 14 or 15 must have a 30-minute meal period no later than the end of the fourth hour, and a 10-minute paid break for every two hours worked.

To find out more about teens in the workplace: www.Lni.wa.gov/TeenWorkers, 1-866-219-7321, TeenSafety@Lni.wa.gov.

Leave Laws

Paid sick leave

Most workers earn a minimum of one hour of paid sick leave for every 40 hours worked. This leave may be used beginning on the 90th calendar day of employment. Employers must provide employees with a statement that includes their accrued, used and available hours of this leave at least once per month. This information may be provided on your regular pay statement or as a separate notification. Workers must be allowed to carry over a minimum of 40 hours of any unused paid sick leave to the following year. For details on authorized use, accrual details, and eligibility, see www.Lni.wa.gov/SickLeave.

Washington Family Care Act: Use of paid leave to care for sick family

Employees are entitled to use their choice of any employer provided paid leave (sick, vacation, certain short-term disability plans, or other paid time off) to care for:

- A child with a health condition requiring treatment or supervision;
 - A spouse, parent, parent-in-law, or grandparent with a serious health condition or an emergency health condition; and
 - Children 18 years and older with disabilities that make them incapable of self-care.
- For more information, see www.Lni.wa.gov/workers-rights/leave/family-care-act.

Leave for victims of domestic violence, sexual assault or stalking

Victims and their family members are allowed to take reasonable leave from work for legal or law enforcement assistance, medical treatment, counseling, relocation, meetings with their crime victim advocate, or to protect their safety. Employers are also required to provide reasonable safety accommodations to victims. For more information, see www.Lni.wa.gov/DVLeave.

Leave for military spouses during deployment

Spouses or registered domestic partners of military personnel who receive notice to deploy or who are on leave from deployment during times of military conflict may take a total of 15 days unpaid leave per deployment.

Your employer may not fire or retaliate against you for exercising your rights or filing a complaint related to minimum wage, overtime, paid sick leave or protected leave.

PUBLICATION F700-074-000 [10-2021]

Administered by other agencies

Paid Family and Medical Leave: Administered by Washington Employment Security Department. Washington offers paid family and medical leave benefits to workers. This insurance program is funded by premiums paid by both employees and many employers. Workers are allowed to take up to 12 weeks, as needed, when they welcome a new child into their family, are struck by a serious illness or injury, need to take care of an ill or ailing relative, and for certain military connected events. As directed by the Legislature, premium assessment started on Jan. 1, 2019. For more information, see www.paidleave.wa.gov.

Pregnancy disability leave: Enforced by the Washington State Human Rights Commission under the Washington State Law Against Discrimination (WLAD). www.hum.wa.gov or 1-800-233-3247

Family and Medical Leave Act: Administered by the U.S. Department of Labor. Eligible employees can enforce their right to protected family and medical leave under the FMLA by contacting the Department of Labor at www.dol.gov/whd/fmla or 1-866-487-9243.

Contact L&I

Need more information?

Questions about filing a worker rights complaint?

Online: www.Lni.wa.gov/workers-rights

Call: 1-866-219-7321, toll-free

Visit: www.Lni.wa.gov/Offices

Email: ESgeneral@Lni.wa.gov

About required workplace posters

Go to www.Lni.wa.gov/RequiredPosters to learn more about workplace posters from L&I and other government agencies.

Human trafficking is against the law

For victim assistance, call the National Human Trafficking Resource Center at 1-888-373-7888, or the Washington State Office of Crime Victims Advocacy at 1-800-822-1067.

Upon request, foreign language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 711. L&I is an equal opportunity employer.

Dear Employer,

Paid Leave premium rates are changing starting Jan 1, 2024.

Premiums, collected from employees and employers through quarterly reporting, fund the Paid Leave program. By law, we recalculate the Paid Leave premium rate annually in early October. We adjust the premium rate based on premiums contributed and benefits paid during the previous year.

Starting Jan. 1, 2024

- The total premium rate will decrease to **0.74%**.
- Employers will pay **28.57%** of the total premium and employees will pay **71.43%**.
- Businesses classified by the Employment Security Department as having fewer than 50 employees for the 2024 calendar year are not required to pay the employer portion of the premium. However, you still need to collect the employee premium or pay employees' premiums on their behalf.

Next steps

- Notify your employees that you will begin collecting the new rate on Jan. 1, 2024. An updated employer toolkit, mandatory poster and paycheck insert are available in the Paid Leave Help Center at paidleave.wa.gov/help-center/employers.
- **On Jan. 1, 2024, start collecting the new premium rate each pay period from your employees' total gross wages, not including tips.** Once an employee meets the Social Security cap, you need to stop collecting premiums but continue to report their wages. The Social Security cap for the 2024 calendar year will increase to \$168,600.
- First quarter premiums using the new rate are due by the end of April 2024. Remember: You cannot retroactively withhold premiums from your employees.

Learn more on our website

We will have more updated resources available at paidleave.wa.gov for you and your employees before the end of the year, including an updated premium estimator, premium rate calculations and more reporting information.

Stay tuned!

Thank you,

Paid Family and Medical Leave

Company	WC Company	Account Number	Phone Number	WC Company Address
Creative	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
Indigenous	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
DN Investments	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
Channel Blend	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
ET	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
Professional Services	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
DNEDA	Hudson Insurance Group/Tribal First	OBH-0105127-10	866.546.3981	100 William St, New York, NY 10038
Unami	Hudson Insurance Group/Tribal First	OBH-0105127-10	866.546.3981	100 William St, New York, NY 10038

Protecting Pregnant Workers Fairness Act Workplace Poster

Updated: October 30, 2024



Know Your Rights in the District of Columbia

Accommodations for Pregnancy, Childbirth and Chest/Breastfeeding

The Protecting Pregnant Workers Fairness Act (PPW) requires District of Columbia employers to provide reasonable workplace accommodations for employees whose ability to perform job duties is limited because of pregnancy, childbirth, chest/breastfeeding, or a related medical condition.

The employer must engage in good faith and in a timely and interactive process to determine the accommodations.

Types of Accommodations

Employers must make all reasonable accommodations,¹ including by not limited to:

- More frequent or longer breaks;
- Time off to recover from childbirth;
- Temporarily transferring the employee to a less strenuous or hazardous position;
- Purchasing or modifying work equipment, such as chairs;
- Temporarily restructuring the employee's position to provide light duty or a modified work schedule;
- Having the employee refrain from heavy lifting;
- Relocating the employee's work area; or
- Providing private (non-bathroom) space for expressing breast/chest milk.

Prohibited Actions by Employers

Employers may not:

- Refuse an accommodation unless it would cause significant hardship or expense to the business;
- Take adverse action against an employee for requesting an accommodation;
- Deny employment opportunities to the employee because of the request or need for an accommodation;
- Require an employee to take leave if a reasonable accommodation can be provided; or
- Require employees to accept an accommodation unless it's necessary for the employee to perform her job duties.

Certification from Health Care Provider

The employer may require an employee to provide certification from a health care provider indicating a reasonable accommodation is advisable. The certification **must include**:

1. The date the accommodation became or will become medically advisable;
2. An explanation of the medical condition and need for a reasonable accommodation; and
3. The probable length of time the accommodation should be provided.

Filing a Complaint of a Violation

If you believe an employer has wrongfully denied you a reasonable accommodation or has discriminated against you because of your pregnancy, childbirth, need to chest/breastfeed or a related medical condition, you can file a complaint within one year with the DC Office of Human Rights (OHR). To file a complaint, visit: OHR will perform the initial mediation and investigation. If probable cause exists, administrative law judges at the Commission on Human Rights will make a final determination.

- **Online** at ohr.dc.gov; or
- **In-Person** at 441 4th Street NW, Suite 570N, Washington, DC 20001.

Questions about the OHR process can also be answered by phone at (202) 727-4559

¹ A “reasonable accommodation” is one that does not require significant difficulty in the operation of the employer’s business or significant expense for the employer, with consideration to factors such as the size of the business, its financial resources and the nature and structure of the business.