

Your Rights as a Worker

Workers are entitled to basic rights in Washington state. When they are denied, they can file a complaint with the Washington State Department of Labor & Industries (L&I).



Protection from Discrimination



Protection from Retaliation

If you believe you're facing retaliation for exercising your rights as a worker, visit L&I's website to report:

Report Discrimination and/or Retaliation:

lni.wa.gov/workers-rights/workplace-complaints/discrimination-in-the-workplace/



Right to a Safe Workplace



To report a safety hazard, complete a Division of Occupational Safety and Health (D.O.S.H.) complaint.

D.O.S.H. Complaint:

lni.wa.gov/workers-rights/workplace-complaints/safety-complaints



Right to Wellbeing



If your rights have been violated under "Protected Leave" (ex: Domestic Violence Leave) you can file a report.

Protected Leave Complaint:

lni.wa.gov/workers-rights/workplace-complaints/protected-leave-complaints



Right to Compensation



You can file a "Workplace Rights Complaint" if you are owed: wages, tips and service charges, or paid sick leave.

Workplace Rights Complaint:

lni.wa.gov/workers-rights/workplace-complaints/worker-rights-complaints



<https://www.instagram.com/ibjtacoma/>

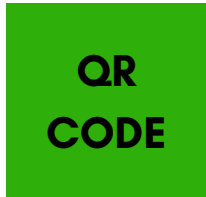


<https://www.facebook.com/IBJTacoma/>



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Visit I.B.J.'s Workers' Rights Online Resource Center!



Or visit: [Insert Link]



Visit the Washington State Department of Labor & Industries Website!



In partnership with the Department of Labor & Industries for worker outreach and education.

lni.wa.gov/workers-rights/



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Protection from Discrimination

L&I handles complaints of discrimination under the Equal Pay & Opportunities Act. This act protects job seekers, applicants, and employees from discrimination because of their or other protected classes.

Protected classes include: age, sex, marital status, sexual orientation, race, creed, color, national origin, citizenship/immigration status, military status, or disability (RCW 49.58.010).

Protection from Retaliation

L&I investigates a worker's complaint of retaliation after they've reported, expressed their intent to report, or testified/planned to testify in a proceeding related to a workplace investigation (RCW 49.48.050).

Examples of Retaliation:

- Terminating, suspending, demoting, or denying a promotion.
- Reducing hours or altering the employee's work schedule.
- Reducing the employee's rate of pay.
- Threatening to take, or taking action, based upon the immigration status of an employee or an employee's family member (effective July 1, 2025) (RCW 49.46.370).
- Subjecting the employee to discipline, including write-ups, verbal warnings, etc.

The information in this brochure does not constitute as legal advice. Please contact the Department of Labor and Industries.

Right to a Safe Workplace

Employers must...

- Construct, provide, and maintain healthy workplace that is free from hazards.
- Prohibit employees from entering a hazardous workplace or using hazardous tools.
- Control chemical agents and protect employees from biological agents.
- Prohibit alcohol and narcotics from your workplace.
- Establish, supervise, and enforce rules for a safe and healthy work environment (WAC 296-800-110).

Right to Wellbeing

"Protected Leave" allows you to take time away from work without retaliation/discrimination from your employer.

Paid Sick Leave

After 90 days of employment, you're allowed to use accrued and available sick leave for the following reasons:

- A mental or physical illness, injury, or health condition.
- To diagnose, care for a family member (this includes individuals who reside with the employee and depend on the employee for care), or treat a mental or physical illness, injury, or health condition.
- To receive preventive medical care.
- For leave that qualifies under the state's Domestic Violence Leave Act.
- Declaration of an emergency.
- To prepare for, or participate in, a judicial or administrative immigration proceeding involving the employee or their family member (RCW 49.46.210).

Right to Compensation

Minimum Wage

According to the Department of Labor and Industries (L&I), most agricultural jobs and non-agricultural jobs qualify for minimum wage. Workers must be paid at least Washington State's minimum wage for all hours worked, regardless of whether they are compensated on an hourly or piece-rate basis.

Though the baseline minimum wage requirement for 2026 is **\$17.13 per hour**, other jurisdictions may have higher minimum wage rates!

Overtime

The rate of compensation for overtime is 1.5 times the employee's regular hourly wage for all hours worked beyond 40 hours in a week.

Who qualifies for overtime?

- Agricultural Workers (as of July 25, 2021).
- Dairy Workers.
- Most hourly, piece rate, and commissioned employees.
- Salaried employees that don't meet the executive, administrative, and professional definitions of "white collar" jobs.
- Employees working on "prevailing wage" jobs (RCW 49.46.130).

Want to meet with an I.B.J. staff member to get help navigating workers' rights resources?

Scan Here! >>>

**QR
CODE**

Or email us at:
knowyourrightse@instituteofblackjustice.org