



EMPLOYER
SOLUTIONS
LAW

Labor & Industries Matters	WISHA/DOSH	Workers' Compensation
Employment Law	Training	EEOC/ESD Cases

ASSP SAFETY SYMPOSIUM - THIS THURSDAY



ASSP: Pacific NW Safety Symposium
Thursday, May 23rd
Muckleshoot Casino, Auburn, WA

There is still time to register for the 11th Annual Pacific Northwest Safety Symposium on **Thursday, May 23rd, 2024** at the Muckleshoot Casino Resort. **Continuing Education Unit Credits Approved** – Attendees will receive 0.5 CEU Credits for attending the Symposium.

This Annual Symposium provides one of the most sought after events for attendees to learn the profession's best practices focusing on Safety, Health & Environmental Issues. The Symposium is attended by over 300+ attendees annually and features an Exhibition of over 30+ Sponsors and Vendors. The event features a keynote speaker and 16 breakout sessions with four concurrent tracks running throughout the day. You do not have to be an ASSP member to attend.

Employer Solutions Law is a sponsor of this great event and Karen Forner will be speaking on *Kept on Salary and Light Job Duty Job Offers*. Stop by our booth if you are attending.

[Registration Page](#)

[Schedule](#)

[Session Overviews](#)

**Following the Symposium, we will be hosting a farewell gathering to honor Karen Forner, in the SportsBook at Muckleshoot. Email Anne@EmployerSolutionsLaw.com to let us know if you will be joining us.

Yes, I will be attending the celebration.

NEW LAWS - Effective June 6th



Politics and Religion in the Workplace

-by Attorney Chip Goss, Employer Solutions Law

In anticipation of the contentious election ahead, our Legislature enacted the “Employee Free Choice Act” in its last Legislative session. The Act goes into effect on **June 6, 2024** and restricts an

employer’s ability to communicate its political or religious views to its workers. An employer cannot make a worker attend a meeting, listen to or read a communication of the employer’s opinion concerning political or religious matters. Any communication of the employer’s political or religious views must be voluntary for the worker.....

Employers must add the “Employee Free Choice Act” to their posted Notice of Employee Rights. The Department of Labor and Industries does not yet have an updated poster of “Your Rights as a Worker” on its website. You can find the enacted Session Law here:

<https://lawfilesexternal.leg.wa.gov/biennium/2023-24/Pdf/Bills/Session%20Laws/Senate/5778-S.SL.pdf?q=20240506145025>

Read the entire article below:

New Law on Politics and Religion in the Workplace



Jobsite Sanitary Conditions from AGC WA

Chapter Newsletter

Get ready for new jobsite rules on sanitary conditions – On **June 6, 2024**, a new law goes into effect which requires construction employers to provide additional accommodations to their workers performing construction activities who menstruate or are expressing milk. At the **AGC Safety Team Forum on June 6 at 10:00**, there will be a discussion on best practices to comply with the law until rulemaking is finalized, so feel free to attend.

- **Menstruating accommodations** (read more below)
- **Expressing milk accommodations** (read more below)

Even though the **Department of Labor and Industries** has yet to adopt rules to implement this new law, it still goes into effect on June 6. This new law is in addition to current state and federal laws related to accommodations for pregnancy and expressing milk. The new law only applies to the construction industry worksites and will be under the construction safety standards.

[Read more](#)



WORKERS' COMPENSATION WEBINAR SERIES



Red Flags on Workers' Compensation Claims

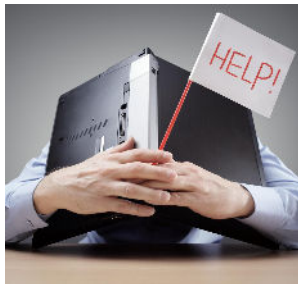
Tuesday, May 28th

11 am - 12:30 pm

With Brian Padgett

[Email Anne for Access](#)

[Webinar Flyer](#)



Advanced Workers' Compensation: Issues and Solutions

Wednesday, June 5th

11 am - 12:30 pm

With Alicia McDonnell

[Email Anne for Access](#)

[Webinar Flyer](#)

INDUSTRY EVENTS

SAFETY DAY and Retro Refund Distribution

THURSDAY, JUNE 20, 2024 | 7:30AM - 3:00PM*
1621 114TH AVENUE SE, BELLEVUE, WA 98004



ABC Safety Day
Thursday, June 20th
7:30 am - 3 pm

Registration Open to Members and Non-members

[Schedule and Registration](#)

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Anne@EmployerSolutionsLaw.com.

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