



EMPLOYER
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LAW

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



FREE WEBINAR THIS TUESDAY



WEBINAR:
Mental Health and Care in the Workplace
Tuesday, July 9th
11am-12pm
with *Brian Padgett*

Email Anne for Access

Webinar Flyer

HEAT RULES are in effect



Know the Requirements

from WA Dept. L&I Bulletin -July 3, 2024

At or above 80 degrees, employers must:

- Encourage and allow workers to take paid preventative cool-down rest periods as needed;
- Provide enough shade or other way of cooling down—like an air-conditioned building or running vehicle—for all employees on a meal or rest break to use;

- Provide enough cool drinking water for each employee to drink a quart per hour; and
- Closely observe new employees, employees returning from absences, and all employees during heat waves.

At or above 90 degrees:

- Require a 10-minute paid cool down rest period every two hours.

At or above 100 degrees:

- The requirement for breaks becomes 15-minutes of paid cool down rest every hour.

Dept. of Labor & Industries Requirements

Effective July 1, 2024 - WA Expands Equal Pay and Opportunities Act

Washington's Equal Pay and Opportunities Act used to only protect individuals from compensation and career advancement discrimination based on gender-based bias. On July 1, 2024, the Equal Pay and Opportunities Act (EPOA) will now cover **all protected classes from discrimination in compensation and career advancement**. The EPOA now protects individuals from discrimination based on the following:

- age,
- sex,
- marital status,
- sexual orientation,
- race,
- creed,
- color,
- national origin,
- citizenship or immigration status,
- honorably discharged veteran or military status, or
- the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability.

*To stay in compliance with the EPOA, it is recommended that **Employers review and update** their policies and practices related to compensation and career advancement. Employers should also perform a pay equity audit.

WA Equal Pay & Opportunities Act

CONSTRUCTION INDUSTRY REMINDER: Update to Sick Leave Payouts

As of March 13, 2024, Employers covered under the North American Industry Classification System (NAICS) Code 23 within the Construction industry, must provide accrued sick leave payouts to employees who separate from

employment before completing 90 days. This includes employees who perform service, maintenance, or construction work on job sites, in the field, or in fabrication shops.

*To stay in compliance, Employers should review and update their paid sick leave policies.

[Paid Sick Leave for Construction Workers Q&A](#)

[NAICS - North American Industry Classification System](#)

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