



Employer
Solutions Law

Newsletter: March

FREE Webinar

ICE AT THE JOBSITE:

What employers must (and must not) do during a workplace visit.

Surprise workplace visits by ICE are increasing — and how your team responds in **the first minutes matters**. In this practical, employer-focused webinar, Attorney Brian Padgett walks through what ICE agents can and cannot do, the difference between judicial and administrative warrants, employee rights, I-9 audits, and **how to implement a clear internal response protocol**.

Designed specifically for **employers in high-risk industries**, this session provides a step-by-step action plan to protect your workforce, maintain compliance, and minimize disruption if ICE appears onsite.

 **Date:** Thursday, March 26

 **Time:** 11:00 AM (Pacific Time)

 **Where:** Online – Free to attend

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Can You *Prove* You Are Compliant?

With the launch last year of Washington's new **Worker Rights Unit** inside the Attorney General's Office, employers should expect heightened wage and hour scrutiny.

This is the time to move from "**we think we're compliant**" to "**we can prove we're compliant.**"

We recommend you **review** exemption classifications, overtime practices, meal and rest compliance, timekeeping systems, and independent contractor (1099) relationships to **ensure they**

align with Washington law.

An up-to-date, **accurate employee handbook** is one of your strongest compliance safeguards. It should clearly address overtime eligibility, timekeeping expectations, meal and rest breaks, complaint procedures, and anti-retaliation protections — and it must **accurately reflect how your workplace functions day-to-day** and not how you say it does, on paper.

In an enforcement environment with increasing penalties, alignment between policy and actual practice is one of the strongest safeguards against litigation.

Washington Salary Threshold

Effective January 1, 2026, Washington's salary threshold for overtime-exempt "white collar" employees **increased to \$80,168.40 annually** (\$1,541.70 per week).

This number is higher than many employers expect. In Washington, you cannot classify an employee as salaried-exempt unless their guaranteed annual salary **meets or exceeds this threshold** — regardless of employer size.

The threshold is set at 2.25 times the state minimum wage (\$17.13/hour). If an employee's guaranteed salary falls below this amount, they **must be treated as non-exempt and paid overtime**.

Misclassifying an employee as exempt can create **significant liability**. Employers may owe up to three years of back overtime, plus potential double damages, interest, and attorneys' fees. **Salary alone is not enough** — both the compensation level and the duties test must be satisfied to maintain exempt status.

Watch Free Webinars on Our Website

Our most requested webinars are available as **free on-demand** recordings on our website, allowing you to **revisit key topics** and compliance updates at your convenience.

- ✓ [WA State 2026 Employment Law Updates](#)
- ✓ [Kept on Salary and Light Duty Job Offers – Tools and Best Practices for Employers in Washington](#)
- ✓ [Facing An Active Threat: Preparation, Immediate Response, and Post Incident Management](#)
- ✓ [How to Navigate a DOSH Inspection \(Washington State\)](#)

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Employment Law

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