



Washington State Department of
Labor & Industries

H-2A Guest Workers' Guide to Washington State Workplace Safety and Rights



Civil Rights Program

1-855-682-0778

Department of Health

1-800-525-0127

State Monitor Advocate Employment Security Department

509-826-7560

Labor & Industries Website

www.Lni.wa.gov

*You are entitled to all of these rights
regardless of immigration status.*

Your safety and health rights include:

- A safe workplace: Hazardous materials are clearly identified. You get required safety training on all work equipment, including personal protective equipment.
 - Your boss informs you of pesticides applied in the last 30 days.
 - You can report a workplace safety or health hazard to Labor & Industries or Department of Health.
 - It is against the law for your boss to retaliate against you for reporting a hazard.
 - Housing must have the approval and license of the Department of Health or Labor & Industries.
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Your workplace rights include:

- Wages set on your contract: on a set pay date, at least once a month, with a statement of your wages.
- Paid rest periods, at least 10 minutes for each 4 hours worked.
- If you work more than 5 hours you get an uninterrupted 30-minute meal period. When you work 11 or more hours, you get another 30-minute meal period.
- One hour paid sick leave for every 40 hours worked.
- You get overtime pay after working 55 hours in a week in 2022, 48 hours in 2023, and 40 hours in 2024.

Wage complaints can be reported to:

- Labor & Industries: 1-866-219-7321
 - State Monitor Advocate, Employment Security Department: 509-826-7560
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If you are hurt on the job

- Tell your employer and seek medical care immediately.
- Get care from a provider of your choice within Labor & Industries' Medical Provider Network.

Your workplace injury rights include:

- Wage replacement benefits if you are unable to work due to the injury.
 - Protest or appeal, in writing, any claim decision within 60 days of the legal order.
 - If you return to your home country, medical treatment and wage replacement benefits may continue while your claim is open.
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Contact Labor & Industries to:

Report an unsafe workplace:

1-800-423-7233

Report denial of workplace rights:

1-866-219-7321

Report a workplace injury:

1-877-571-3453

This brochure is also printed in Spanish.

También disponible en español.

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.

PUBLICATION F101-197-000 [03-2023]