

Health care staffing complaint process



The following is an outline of how a complaint involving a Hospital Staffing Plan can be referred to L&I:

1

File with your Hospital Staffing Committee (60 days to review). If no action, proceed to step two.

2

File with the state Department of Health (DOH), (up to three weeks for review). Health will forward labor-rights related complaints to L&I.

3

L&I reviews the complaint (up to 60 days). The agency sends its findings to DOH.

NOTE: Some hospital staffing complaints may also involve meal and rest break or mandatory overtime issues. A health care worker may file a complaint **directly** with L&I at [Lni.wa.gov/HLS](https://lni.wa.gov/HLS).

4

Hospital develops a corrective plan (up to 45 days). DOH/L&I oversee the response.

Under the law, Washington State Department of Labor & Industries (L&I) receives and investigates complaints from covered medical professionals.

There are two ways a complaint can come to L&I:

- directly regarding alleged violations of meal and rest breaks or overtime, and;
- referred from the state Department of Health through complaints filed regarding the hospital staffing plan.

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Washington State Department of
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