



Employment Law Resources

The links below provide access to information on important state and federal employment laws. We hope these resources are helpful to you in understanding your rights and obligations.

U.S. Equal Employment Opportunity Commission (EEOC)

Information on discrimination laws and the agency that enforces federal employment discrimination laws and investigates charges filed against employers.

www.eeoc.gov

The Washington State Human Rights Commission (WSHRC)

A state agency responsible for administering and enforcing the Washington Law Against Discrimination.

<http://www.hum.wa.gov/>

U.S. Department of Labor

Learn about federal labor laws like the Family and Medical Leave Act, minimum wage and overtime rules, workplace safety regulations (OSHA), and much more.

www.dol.gov

Washington State Department of Labor and Industries

General Business Resources for Wage and Hour Laws, Health and Safety, Poster Requirements, and Injured Worker Claims.

<http://www.lni.wa.gov/main/ForBusiness.asp>

All Gender Restroom Ordinances

Seattle Municipal Code to create all-gender single occupant restrooms. It allows use of single occupant restrooms by any person, regardless of sex or gender identity, and prevents those restrooms from being restricted to a specific sex or gender identity. The deadline for posting new signage is **March 9, 2016**.

Read more:

<http://www.seattle.gov/Documents/Departments/Gender/OCR-AllGenderRestrooms-FAQ.pdf>

Family Medical Leave Act (Updated Forms)

Employers subject to the Family and Medical Leave Act (FMLA) can now find updated versions of the FMLA forms on the Department of Labor's website. The Department of Labor publishes new versions of the forms every three years. The most recent set of forms, made available in late May of 2015, are valid until May 31, 2018. The use of the following FMLA forms is optional and not required. However, the FMLA requires that employers provide employees with various notices in some format.

Employers should use the updated versions of the following forms when administering FMLA leave:

- [Notice of Eligibility and Rights & Responsibilities \(Form WH-381\)](#)
- [Designation Notice \(Form WH-382\)](#)
- [Certification of Health Care Provider for Employee's Serious Health Condition \(Form WH-380-E\)](#)



- [Certification of Health Care Provider for Family Member's Serious Health Condition \(Form WH-380-F\)](#)
- [Certification of Qualifying Exigency For Military Family Leave \(Form WH-384\)](#)
- [Certification for Serious Injury or Illness of Current Service member -- for Military Family Leave \(Form WH-385\)](#)
- [Certification for Serious Injury or Illness of a Veteran for Military Caregiver Leave \(Form WH-385-V\)](#)
- [FMLA poster](#)

At TeqLaa, we assist, empower, and help businesses navigate through the maze of workplace related challenges faced by today's employers.

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