

**Chapter 49.12 RCW
INDUSTRIAL WELFARE**

Sections

- 49.12.005 Definitions.
- 49.12.010 Declaration.
- 49.12.020 Conditions of employment—Wages.
- 49.12.033 Administration and enforcement of chapter by director of labor and industries.
- 49.12.041 Investigation of wages, hours and working conditions—Statements, inspections authorized.
- 49.12.050 Employer's record of employees.
- 49.12.091 Investigation information—Findings—Rules prescribing minimum wages, working conditions.
- 49.12.101 Hearing.
- 49.12.105 Variance order—Application—Issuance—Contents—Termination.
- 49.12.110 Exceptions to minimum scale—Special certificate or permit.
- 49.12.121 Wages and working conditions of minors—Special rules—Work permits.
- 49.12.123 Work permit for minor required.
- 49.12.124 Actors or performers—Work permits and variances for minors.
- 49.12.130 Witness protected—Penalty.
- 49.12.140 Complaint of noncompliance.
- 49.12.145 Complaint of noncompliance—Investigation—Penalties.
- 49.12.147 Complaint of noncompliance—Appeals—Notice—Hearings—Final orders.
- 49.12.149 Complaint of noncompliance—Collections.
- 49.12.150 Civil action to recover underpayment.
- 49.12.170 Penalty.
- 49.12.180 Annual report.
- 49.12.185 Exemptions from chapter.
- 49.12.187 Collective bargaining rights not affected.
- 49.12.200 Women may pursue any calling open to men.
- 49.12.240 Employee inspection of personnel file.
- 49.12.250 Employee inspection of personnel file—Erroneous or disputed information.
- 49.12.260 Employee inspection of personnel file—Limitations.
- 49.12.265 Sick leave, time off—Care of family members—Definitions.
- 49.12.270 Sick leave, time off—Care of family members.
- 49.12.275 Sick leave, time off—Care of family members—Poster required.
- 49.12.280 Sick leave, time off—Care of family members—Administration and enforcement.
- 49.12.285 Sick leave, time off—Care of family members—Monetary penalties.
- 49.12.287 Sick leave, time off—Care of family members—Discharge of employee not permitted.
- 49.12.290 Sick leave, time off—Care of family members—Collective bargaining agreement not reduced.
- 49.12.295 Sick leave, time off—Care of family members—Notification of employers.

- 49.12.300 House-to-house sales by minor—Registration of employer.
- 49.12.310 House-to-house sales by minor—Advertising by employer—
Penalty.
- 49.12.320 Definitions.
- 49.12.330 Rules.
- 49.12.350 Parental leave—Legislative findings.
- 49.12.360 Parental leave—Discrimination prohibited.
- 49.12.370 Parental leave—Collective bargaining agreement or
employee benefit plan—Application.
- 49.12.380 Child labor laws—Information program.
- 49.12.390 Child labor laws—Violations—Civil penalties—Restraining
orders.
- 49.12.400 Child labor laws—Appeal.
- 49.12.410 Child labor laws—Violations—Criminal penalties.
- 49.12.420 Child labor laws—Exclusive remedies.
- 49.12.450 Compensation for required employee work apparel—
Exceptions—Changes.
- 49.12.460 Volunteer firefighters, reserve officers, civil air patrol
members—Employer duties—Violations—Definitions.
- 49.12.471 Farm internship project.
- 49.12.480 Meal and rest breaks for health care facility employees.
- 49.12.483 Meal and rest breaks for health care facility employees—
Enforcement—Penalties—Retaliatory actions—Appeals.
- 49.12.485 Hospital staffing committee—Oversight.
- 49.12.902 Effective date—1991 c 303 §§ 3-7.
- 49.12.903 Construction—Chapter applicable to state registered
domestic partnerships—2009 c 521.

Reviser's note: Throughout this chapter, the words "the committee" have been substituted for "the industrial welfare commission" or "the commission."

The industrial welfare commission was abolished and its powers and duties transferred to a new agency by the administrative code of 1921. In particular, 1921 c 7 § 135 abolished the commission while 1921 c 7 § 82 created an unnamed committee "which shall have the power and it shall be its duty:

(1) To exercise all the powers and perform all the duties now vested in, and required to be performed by, the industrial welfare commission."

1921 c 7 § 82 was codified by the 1941 Code Committee as RCW 43.22.280, wherein the Code Committee revised the wording of the session law to designate the unnamed committee as the "industrial welfare committee." The committee was apparently commonly known by that name, but such designation has no foundation in the statutes. RCW 43.22.280 was repealed by 1982 c 163 § 23. Powers, duties, and functions of the industrial welfare committee were transferred to the director of labor and industries. See RCW 43.22.282.

Child labor: RCW 26.28.060, 26.28.070.

Food and beverage establishment workers' permits: Chapter 69.06 RCW.

Hours of labor: Chapter 49.28 RCW.

Paid sick leave required: RCW 49.46.200, 49.46.210.