

WSR 24-14-068
POLICY STATEMENT
DEPARTMENT OF
LABOR AND INDUSTRIES
[Filed June 27, 2024, 3:51 p.m.]

Policy Statements

Pursuant to RCW 34.05.230, the department of labor and industries' (L&I) fraud prevention and labor standards division issued the following policy statements.

If you have any questions or need additional information, please contact Ellen Saline, senior policy manager for fraud prevention and labor standards, at Ellen.Saline@Lni.wa.gov or 360-902-4475.

Policy: Employment Standards Policy ES.A.11.

Title: *Law Restricting Mandatory Overtime for Nurses.*

Date Repealed: June 14, 2024.

Description: This policy was repealed because it was replaced by a new policy, HLS.A.1, under healthcare labor standards. *See below.* The updates in the new policy provide guidance on changes to the law since the promulgation of ES.A.11, new interpretative clarifications, and numerous examples to clarify the use of exceptions under RCW 49.28.130 and 49.28.140. The policy prefix/numbering has also been changed to reflect the changing administration of this law and policy by L&I's healthcare labor standards program rather than the employment standards program.

Contact: Ellen Saline, 7273 Linderson Way S.W., Tumwater, WA 98501-4510, 360-902-4475, Ellen.Saline@Lni.wa.gov.

Policy: Healthcare Labor Standards Policy HLS.A.1.

Title: *Law Restricting Mandatory Overtime for Certain Healthcare Workers.*

Issued: June 20, 2024.

Description: This new policy replaces ES.A.11 (above) and provides guidance on changes to the law since the promulgation of ES.A.11, new interpretative clarifications, and numerous examples to clarify the use of exceptions under RCW 49.28.130 and 49.28.140. These changes increase the accuracy and clarity of the policy, enabling non-technical audiences to understand the content more easily. The policy prefix/numbering has also been changed to reflect the changing administration of this law and policy by L&I's healthcare labor standards program rather than the employment standards program.

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Policy: Healthcare Labor Standards Policy HLS.A.2.

Title: *Meal and Rest Break Protections for Certain Healthcare Workers.*

Effective: July 1, 2024.

Description: This new policy provides guidance on meal and rest breaks for health care employees covered by RCW 49.12.480 and 49.12.483. This policy expands upon existing L&I guidance related to meal and rest breaks by addressing new statutory requirements (see ESSB 5236) and providing guidance and examples tailored to the workplace contexts covered by the law. Generally, this policy provides guidance on who is covered by the law, what baseline meal and rest break rights exist, which requirements are unique to covered health care employers, and how to remedy missed meal and rest breaks.

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