

WSR 23-09-042
POLICY STATEMENT
DEPARTMENT OF
LABOR AND INDUSTRIES
[Filed April 14, 2023, 3:23 p.m.]

Under RCW 34.05.230, following are statements regarding one repealed and six amended policies, issued by the department of labor and industries (L&I) fraud prevention and labor standards division.

If you have any questions or need additional information, please contact Tracy West, rules coordinator, at Tracy.West@Lni.wa.gov, or 360-902-6954.

Title: Policy ES.A.3 - *Minimum Hourly Wage.*

Date Revised: April 6, 2023.

Description: The amended policy provides guidance on changes made to the Minimum Wage Act (MWA) due to Initiative 1433. L&I also incorporated changes in this policy to make it more accessible by using plain language and providing additional clarity.

Contact: Bridget Osborne, 310 Israel Road, Tumwater, WA 98501, 360-902-5552, Bridget.Osborne@Lni.wa.gov.

Title: Policy ES.A.5 - *Waiving of Rights under Minimum Wage Act Prohibited and More Favorable Laws Allowed.*

Date Revised: April 6, 2023.

Description: The amended policy provides guidance on changes made to MWA due to Initiative 1433. L&I also incorporated changes in this policy to make it more accessible by using plain language and providing additional clarity. This policy also adds content from policy ES.A.7 to condense like subjects and prevent a multitude of short policies. ES.A.7 was repealed. *See below.*

Contact: Bridget Osborne, 310 Israel Road, Tumwater, WA 98501, 360-902-5552, Bridget.Osborne@Lni.wa.gov.

Title: Policy ES.A.6 - *Collective Bargaining Agreements, Employment Agreements, and Policies.*

Date Revised: April 6, 2023.

Description: The amended policy provides guidance on changes made to MWA due to Initiative 1433. L&I also incorporated changes in this policy to make it more accessible by using plain language and providing additional clarity.

Contact: Bridget Osborne, 310 Israel Road, Tumwater, WA 98501, 360-902-5552, Bridget.Osborne@Lni.wa.gov.

Title: Policy ES.A.7 - *More Favorable Laws.*

Date Repealed: April 6, 2023.

Description: This policy was repealed because it was incorporated into Policy ES.A.5 to condense like subjects and prevent a multitude of short policies. *See above.*

Contact: Bridget Osborne, 310 Israel Road, Tumwater, WA 98501, 360-902-5552, Bridget.Osborne@Lni.wa.gov.

Title: Policy ES.A.8.1 - *Overtime.*

Date Revised: April 6, 2023.

Description: The amended policy provides guidance on changes made to MWA due to Initiative 1433. L&I also incorporated changes in this policy to make it more accessible by using plain language and providing additional clarity.

Contact: Bridget Osborne, 310 Israel Road, Tumwater, WA 98501, 360-902-5552, Bridget.Osborne@Lni.wa.gov.

Title: Policy ES.C.1 - *Industrial Welfare Act: Applications, Exemptions, and Interpretations.*

Date Revised: April 6, 2023.

Description: The amended policy provides guidance on changes made to MWA due to Initiative 1433. L&I also incorporated changes in this policy to make it more accessible by using plain language and providing additional clarity.

Contact: Bridget Osborne, 310 Israel Road, Tumwater, WA 98501, 360-902-5552, Bridget.Osborne@Lni.wa.gov.

Title: Policy ES.D.1 - *Recordkeeping and Access to Payroll Records (Non-agricultural Employment).*

Date Revised: April 6, 2023.

Description: The amended policy provides guidance on changes made to MWA due to Initiative 1433. L&I also incorporated changes in this policy to make it more accessible by using plain language and providing additional clarity.

Contact: Bridget Osborne, 310 Israel Road, Tumwater, WA 98501, 360-902-5552, Bridget.Osborne@Lni.wa.gov.

Tracy West
Rules Coordinator