

The Employment Standards program at the Washington State Department of Labor & Industries has developed a new format for the workplace rights poster. This is one of the posters businesses are required to display.

This article explains the changes and the reason behind them. The Washington State Department of Labor & Industries is making the article below available for your use and distribution.

New format of required workplace rights poster now available online

The Employment Standards Program has updated the required workplace rights poster, while also changing the format to make it easier for businesses to print themselves.

[“Your Rights as a Worker”](#) is one of three posters all businesses in Washington are required to display in their workplace where employees can see and read them. All the posters are available from the [Washington State Department of Labor & Industries](#) for free.

While minor content changes were made to account for changes in legislation, the biggest change in the poster is the new format.

The poster is now two printer-friendly 11-inch by 17-inch pages. There also are now separate posters in English and Spanish. They were combined on the previous version of the poster. There also are 8.5-inch by 11-inch versions translated into seven other languages.

“We feel the new format will make it easier for a business to print their own version of the poster should they need to replace an out-of-date poster, or one gets damaged,” said Joshua Grice, program manager for Employment Standards. “The old format was just too large to print on most printers and was impractical to view on a mobile device.”

You can learn more about what posters must be displayed at [L&I’s workplace poster web page](#).

While there is no requirement to display a poster in Spanish, L&I encourages businesses with Spanish-speaking employees, even if they speak English, to display the English and Spanish versions. The same applies to other languages.

How to get your free posters

There are several ways you can request any of L&I’s required workplace posters, or a complete set.

- [Download](#) and print the posters
- Order the posters individually online, such as [the workplace rights poster](#)
- Order the posters by phone at 800-547-8367
- [Email](#) a request for posters

Other posters may be required

In addition to L&I's required poster, some other state and U.S. government agencies also have mandatory posters.

Washington State Employment Security Department: <https://esd.wa.gov/about-employees/forms-and-publications>

Washington State Human Rights Commission: <https://www.hum.wa.gov/publications>

U.S. Department of Labor and U.S. Equal Employment Opportunity Commission:
<https://webapps.dol.gov/elaws/posters.htm>

U.S. Affordable Care Act: <https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/affordable-care-act/for-employers-and-advisers/coverage-options-notice>