

NONPROFIT EMPLOYERS IN WASHINGTON STATE



10 Things to Know

Consider this next step...

- 1. Your nonprofit is considered a small business.** Washington State nonprofit corporation status or federal IRS 501(c)3 status *do not exempt* you from state labor laws. The **Nonprofit Labor & Industries Navigator** can help you understand the law and stay compliant. nonprofitlearning.center/LNI
- 2. The Nonprofit Labor & Industries Navigator is here to help.** We offer a variety of free resources like this tip sheet to help nonprofits. nonprofitlearning.center/LNI
- 3. Everyone must be paid the state minimum wage, with very few exceptions.** Some regions, such as Seattle, have a higher minimum wage. There is a salary threshold that also applies to overtime requirements. nonprofitlearning.center/LNI-pay/
- 4. The circumstances of a worker's employment determine how overtime rules apply to them.** This includes *how* the person is paid (salary vs. hourly), the *amount* they are paid, and what their *job duties* are. nonprofitlearning.center/LNI-pay#handout
- 5. What's the #1 workplace safety violation?** Not having an Accident Prevention Program. It's *required*, even if your employees work remotely or you have a facility staffed by volunteers. nonprofitlearning.center/LNI-safety/
- 6. Safety and health consultations are free.** L&I specialists will visit your workplace to help strengthen your safety program. These confidential, no-cost consultations can help you avoid problems later. lni.wa.gov/safety-health/preventing-injuries-illnesses/request-consultation/
- 7. For an intern to be unpaid, they must be part of a formal educational program.** Paid interns and temporary workers are entitled to the *same worker protections* as other employees. lni.wa.gov/workers-rights/wages/minimum-wage/internships-apprenticeships-and-volunteers
- 8. A worker is not an independent contractor just because you say so.** If a contractor doesn't pass the 6-part test, they have to be *set up as an employee*. nonprofitlearning.center/LNI-independent/
- 9. Workers' compensation coverage is available for your volunteers.** In addition to the required coverage for your paid workers, you can elect optional coverage for your volunteers. Ask your L&I account manager for details. nonprofitlearning.center/LNI-riskrates#handout
- 10. Workers' compensation rates are adjusted according to experience.** If your organization has injuries or accidents, your premiums can go up. Keep your Workers' compensation rate as low as possible by operating safely. nonprofitlearning.center/LNI-riskrates

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nonprofitlearning.center/LNI



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