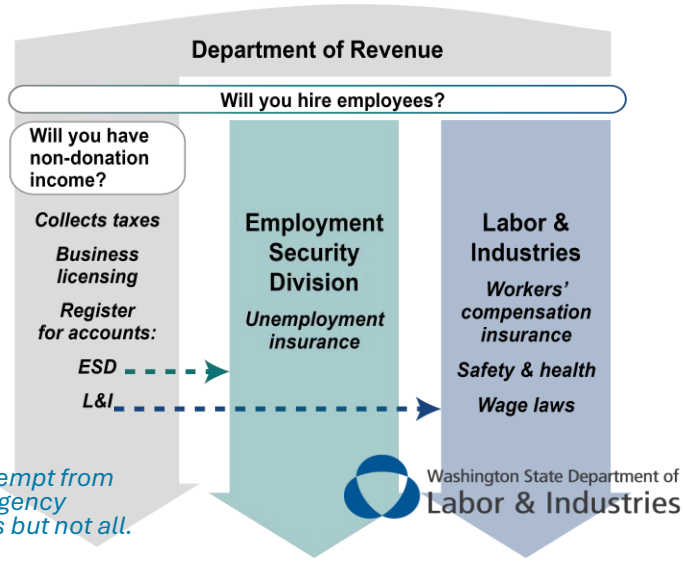
Worker-related Rules: Native Nonprofits

The Washington State Department of Labor & Industries (L&I) protects workers. It ensures workers have appropriate work conditions. It sets standards related to safety and health. Because the best-intended work conditions can still result in accidents, L&I serves as a public insurance provider, covering medical costs and lost wages.

This resource is intended to help Native-led nonprofits navigate worker-related law.

For more about worker-related rules and nonprofits, visit http://www.nonprofitlearning.center/LNI/ to download the *Nonprofit Labor & Industries Navigator* guide and see videos.

State Agencies involved in worker-related oversight



How to decide what worker-related rules apply to your Native-led nonprofit

This is a general guide. It's recommended you seek legal guidance before opting out of state compliance.

NONPROFIT IN WASHINGTON

Where do you operate?

	ON TRIBAL LAND		NOT ON TRIBAL LAND	
	1 A nonprofit created by a Tribe and on Tribal land	2 A nonprofit created by Tribal members (not a Tribal government), and conducting business or operating on Tribal land	3 A nonprofit created by a Tribe and NOT on Tribal land	4 A nonprofit created by Tribal members (not a Tribal government) and NOT on Tribal land
	On Tribal land? *Worker-related rules are optional.*		***Not on Tribal lands?*** *WA laws and rules apply.*	
Workplace standards	Minimum Wage Act is **OPTIONAL**		Minimum Wage Act rules **MUST** be followed.	
Safety & health	Safety & Health rules are **OPTIONAL**		Safety & Health rules **MUST** be followed.	
Workers' compensation	Workers' Compensation is **OPTIONAL**		Workers' Compensation is **REQUIRED** for all employees.	

Rules include (but not limited to):

Workplace standards
- ❑ Pay overtime for hours worked over 40 per workweek
- ❑ Provide paid sick leave
- ❑ Pay tips and service charges to workers

Safety & health
- ❑ Safety Committee or Meetings
- ❑ Safety Bulletin Board
- ❑ First Aid
- ❑ Fire Extinguisher
- ❑ Accident Prevention Program

Workers' compensation
- ❑ Recordkeeping
- ❑ Reporting (quarterly)