

如果有家庭成員為您工作，請了解您的義務。

如果您有親屬包括子女為您工作，必須將他們視為員工，其權利與華盛頓州的任何其他領薪工人相同。這適用您期待在某個時刻報到上班的任何人。

作為家庭成員的雇主，您必須：

- 至少向其支付最低工資。2011 年的最低工資為 8.67 美元。如工人年齡在 14 歲或 15 歲，則可向其支付最低工資的 85% 即每小時 7.37 美元。
- 提供工傷保險。工傷保險向受傷工人支付保險金，並亦保護雇主免付鉅額索賠費用及承擔與工作相關的傷病責任。
- 每工作 4 小時提供一次帶薪的 10 分鐘休息。
- 每工作五個小時提供一次不帶薪的 30 分鐘休息。
- 確保他們安全地工作。
- 遵守本州的童工法。
- 確保他們從事的工作與其年齡相稱。

是否需要幫助或協助？

網站 www.Lni.wa.gov 提供相關資訊。如需更多幫助，請致電給當地的勞工和工業部辦事處或以下電話號碼之一：

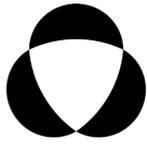
- 如有有關工資、休息或童工法方面的疑問：
www.Lni.wa.gov/WorkplaceRights
1-800-219-7321
- 如有有關工傷保險方面的疑問：
www.Lni.wa.gov/ClaimsIns
1-360-902-4817
- 如有有關工作場所安全或健康要求方面的疑問：
www.Lni.wa.gov/Safety
1-800-423-7233

所有這些號碼的接聽者都會講英文和西班牙文。

我們可為講中文、韓文、俄文、泰文、越南文和其他語言者提供口譯服務。

您應當了解的其他資訊：

- 這些要求不包括共同擁有一個企業所有權的家庭成員或在父母農場上工作的未滿 18 歲的兒童。!
- 最低就業年齡為 14 歲。



If family members work for you, know your obligations

If you have relatives, including children, who work for you, they must be treated as employees with the same rights as any other paid worker in the state of Washington. This applies to anyone you expect to show up for work at a certain time.

As an employer of family members, you are required to:

- **Pay them at least minimum wage.** The minimum wage in 2011 is \$8.67. Workers age 14 or 15 may be paid 85 percent of the minimum wage, which is \$7.37 per hour.
- **Provide workers' compensation insurance.** Workers' compensation insurance pays benefits to injured workers and also protects employers from potentially enormous claim costs and liability from work-related injuries and illnesses.
- **Provide a paid 10-minute break for every four hours of work.**
- **Provide an unpaid 30-minute meal break for every five hours of work.**
- **Make sure they work safely.**
- **Follow the state's child labor laws.**
- **Ensure that the work they do is appropriate to their age.**

Need help or assistance?

Information is available at www.LNI.wa.gov. For additional help, call your local Department of Labor and Industries office or one of these numbers:

- For questions on wages, breaks, or child labor laws: www.LNI.wa.gov/WorkplaceRights
1-800-219-7321
- For questions about workers' compensation insurance: www.LNI.wa.gov/ClaimsIns
1-360-902-4817
- For questions about workplace safety and health requirements: www.LNI.wa.gov/Safety
1-800-423-7233

Spanish and English are spoken at all these numbers.

For those who speak Chinese, Korean, Russian, Thai, Vietnamese, or other languages, interpretative services are available.

What else you should know:

- These requirements do not include family members who share ownership of a business, or children under the age of 18 who work on a farm owned by their parents.
- The minimum age for employment is 14 years.