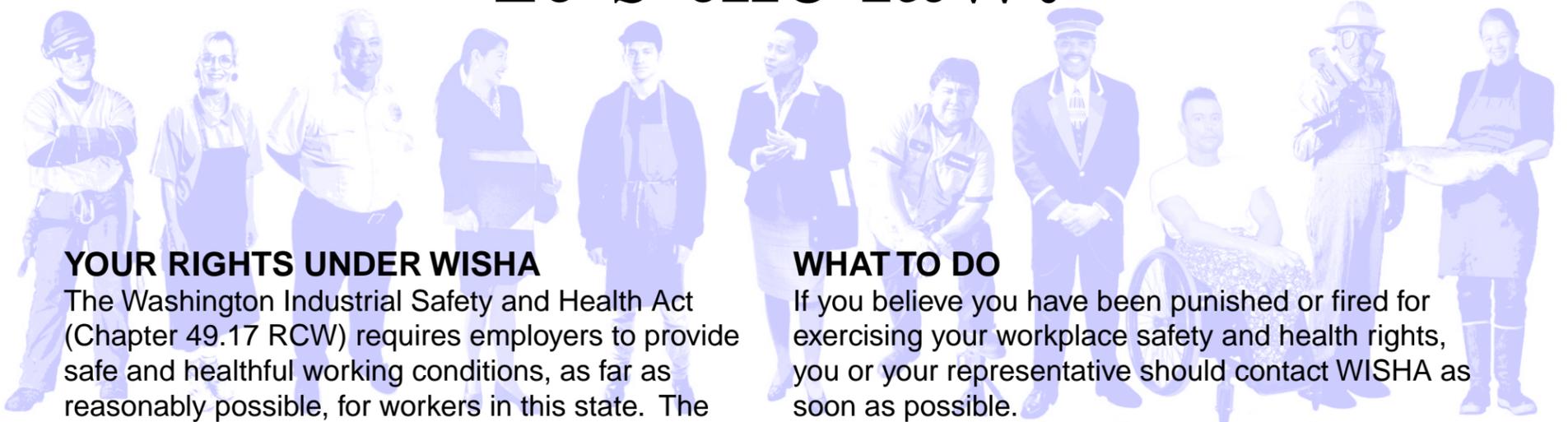


EMPLOYEE DISCRIMINATION PROTECTION

You have a right to a safe and healthy workplace... It's the law!



YOUR RIGHTS UNDER WISHA

The Washington Industrial Safety and Health Act (Chapter 49.17 RCW) requires employers to provide safe and healthful working conditions, as far as reasonably possible, for workers in this state. The Department of Labor and Industries enforces this law through the WISHA program. (The OSHA program covers workplaces under federal jurisdiction.)

WISHA sets minimum requirements that employers must follow and protects your right to report workplace safety and health concerns. Protected activities may also include:

- Filing a safety or health complaint with your employer, union, or WISHA.
- Participating in walk-around inspections or interviews related to a WISHA inspection or WISHA discrimination investigation.
- Participating in safety meetings or other activities concerning job safety and health.
- Exercising any right defined or implied under WISHA law.

Your employer may not fire you or take disciplinary action against you solely because you have taken part in protected activities like those described above. Under these circumstances, the following actions would also be prohibited:

- Demoting you or laying you off.
- Assigning you to an undesirable job assignment or shift.
- Taking away your seniority.
- Reducing your pay or other earned benefits.
- Blacklisting, threatening or intimidating you.

WHAT TO DO

If you believe you have been punished or fired for exercising your workplace safety and health rights, you or your representative should contact WISHA as soon as possible.

You must file your complaint within 30 days from the time a discriminatory action occurred.

YOUR RESPONSIBILITIES

You do not have the right to refuse an assignment or walk off the job simply because you believe that a safety or health requirement has been violated.

If you are confronted with a hazardous condition that places you in imminent danger of death or serious physical harm, and you do not have time to contact WISHA, your refusal to work may be protected by WISHA. To be protected you must:

- First, tell your employer about the hazard and request that it be corrected where possible.
- Second, ask for and accept alternate assignments.

If you have questions about your job safety and health rights or wish to file a complaint, call our toll-free information number or visit our web site for more information.

(NOTE: Posting of this form is voluntary or by mutually agreed settlement.)

