

**Domestic Employers of Foreign Workers
Model Disclosure Statement**

Under Chapter 492, Laws of 2009 (ESSSB 5850) domestic employers of foreign workers and international labor recruitment agencies must provide a disclosure statement to foreign workers who have been referred to or hired by a Washington employer. If the worker is not fluent or literate in English, this must be provided in another language that is understood by the worker. The department has developed this template for use by employers.

For a list and links to other required and recommended posters relating to 1 and 2 below see www.Lni.wa.gov/IPUB/101-054-000.pdf. The new law is effective July 26, 2009.

Employer: _____

International Labor Recruitment Agency: _____

Worker Name: _____

Date provided: _____

We _____ (insert employer name or international labor recruitment agency) are providing the following disclosure statement to you.

1. You may be considered an employee under the laws of the state of Washington and subject to state worker health and safety laws and may be eligible for workers' compensation insurance and unemployment insurance.
2. You may be subject to both state and federal laws governing overtime and work hours, including the minimum wage act under chapter 49.46 RCW.
3. Your employer intends to deduct the following from your pay for food and housing (insert an itemized listing of any deductions intended to be made from the worker's pay for food and housing):

4. Below is an itemized listing of the international labor recruitment agency's fees (insert itemized listing of fees).

5. You have the right to keep in your possession, your travel and labor documents, including your visa, at all times, and your employer may not require you to surrender those documents to the employer or to the international labor recruitment agency while you work in the United States, except as otherwise required by law or regulation or for use as supporting documentation in visa applications.
6. You may contact the services or hotline listed below if you think that you may be a victim of trafficking:
 - Emergencies: 911
 - Washington Anti-Trafficking Response Network (WARN): 206-245-0782
 - Office of Crime Victims Advocacy Web site or Hotline: 1-800-822-1067 or on the Web at www.commerce.wa.gov/site/247/default.aspx.
 - Department of Labor & Industries' Crime Victim Compensation Service Center: 1-800-762-3716 or on the Web at www.crimevictims.Lni.wa.gov.
 - For information on workplace rights, worker safety and health or workers' compensation, contact Department of Labor & Industries at 1-800-547-8367 or on the Web at www.Lni.wa.gov.
 - See other relevant telephone numbers on the workplace posters at your workplace or at www.Lni.wa.gov/IPUB/101-054-000.pdf.