

# What employers and delivery drivers need to know about worker rights



Washington law provides workers with a number of rights and protections.

## They include:

At least the Washington state minimum wage.



A 30-minute (unpaid) meal break if working 5+ hours and a 10-minute paid break for every 4 hours worked.



Overtime pay at least 1.5 times the regular rate.



A pay statement that shows the pay period, hours worked, pay rate, number of piece work units (if piece work), gross pay, and all deductions.



Paychecks at least once a month on a regularly scheduled payday.



At least 1 hour of paid sick leave for every 40 hours worked (for most workers), and a monthly statement listing accrued, used, and available hours.



The Equal Pay and Opportunities Act bars employers from providing unequal pay or advancement based on gender.



The Washington State Family Care Act lets employees use earned paid leave to take care of family members in certain situations.



Independent contractors are exempt from the minimum wage act (MWA) — but wrongly labeling employees as independent contractors to avoid complying is a violation of the law.



For more information visit: [www.Lni.wa.gov/DeliveryDrivers](http://www.Lni.wa.gov/DeliveryDrivers)



Washington State Department of  
**Labor & Industries**

Employment Standards / Workplace Rights

*Upon request, foreign language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 711. L&I is an equal opportunity employer.*

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