

# DO YOU WORK IN THE FOREST?

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## **Forestry workers have certain rights:**

Most forestry workers have rights as "employees" of the employer. If you are an "employee," you have these rights:

**Worker's Compensation:** If you are hurt at work, you have the right to receive worker's compensation, which pays medical costs and compensation for work time lost due to injury.

**Terms of employment in writing:** When you are offered work, you have the right to receive a paper explaining the terms of your pay, how long the work will last, the bonuses that you will receive and the deductions that are going to be made from your pay.

**Unemployment insurance:** The employer has to pay into the unemployment compensation fund for when you are without work.

**Pay stubs:** The employer has to give you a wage stub that shows how much work you have done, the deductions from your wages and why they were made, and the hours that you worked.

**Minimum wage:** If you are an adult, the employer has to pay you at least \$9.04 per hour, even if you are working by piece rate. There are some exceptions to this law.

**Protection from discrimination:** It is illegal that you be fired because you exercise your rights under these laws.

Sometimes, employers or contractors treat their workers like "independent contractors" or "partners" even though they are considered "employees" under the law. If you are being treated like an independent contractor or a partner, you might not receive any of the benefits listed here even though you may have the right to them.

**YOUR LEGAL RIGHTS ARE DETERMINED BY THE WAY IN WHICH YOU WORK, NOT BY WHAT YOUR EMPLOYER CALLS YOU.**

If you have questions about whether you are an "employee" or an "independent contractor," you can call:

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### COLUMBIA LEGAL SERVICES

**Wenatchee**  
300 Okanogan Avenue, Suite 2-A  
Wenatchee WA 98801  
(509) 662-9681  
1-800-572-9615 (toll free)

**Yakima**  
600 Larson Building  
6 South 2nd Street  
Yakima WA 98901  
(509) 575-5593  
1-800-572-8716 (toll free)

**Tri Cities**  
418 - F North Kellogg  
Kennewick, WA 99336  
(509) 374-9855  
1-888-201-9735 (toll free)

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### NORTHWEST JUSTICE PROJECT

**Wenatchee**  
300 Okanogan Avenue, Suite 3-A  
Wenatchee WA 98801  
(509) 664-5101  
1-888-201-1021 (toll free)

**Yakima**  
510 Larson Building  
6 South 2nd Street  
Yakima WA 98901  
(509) 574-4234  
1-888-201-1018 (toll free)