

Washington Captive Audience Meetings Notice

Employee Rights

Under the Employee Free Choice Act (ESSB 5778) of Washington State, you have specific rights regarding your participation in employer-sponsored meetings and communications on political and religious matters.

Key Provisions:

1. Freedom from Mandatory Attendance:

- **You cannot be forced to attend** any employer-sponsored meetings whose primary purpose is to communicate the employer's opinion on political or religious matters.
- **You cannot be required to listen to** or view any communications, including electronic communications, primarily focused on the employer's opinion regarding political or religious matters.

2. Protection Against Retaliation:

- Your refusal to attend or participate in such meetings, or to listen to or view such communications, cannot be used as grounds for discipline, discharge, or any other adverse employment action.
- You are also protected if you, or someone on your behalf, make a good faith report of a violation or suspected violation of these rights. This protection does not apply if the report is known to be false.

3. Special Provisions for Religious Organizations:

- The protections under this act do not apply to religious corporations, entities, associations, educational institutions, or societies that are exempt from Title VII of the Civil Rights Act of 1964 regarding speech on religious matters to employees involved in related activities.

4. Enforcement:

- If you believe your rights have been violated, you may bring a civil action in superior court within 90 days of the alleged violation.
- The court may grant appropriate relief, including injunctions, reinstatement, back pay, reestablishment of benefits, and any other necessary remedies.

Definitions:

- **Political Matters:** Relates to elections, political parties, legislative proposals, regulatory changes, and decisions to join or support political or civic organizations.
- **Religious Matters:** Relates to religious affiliation, practices, and decisions to join or support religious organizations.

This notice is issued in compliance with the Employee Free Choice Act (ESSB 5778).

