



# THE CITY OF SEATTLE HAS NEW LABOR LAWS

— Administered by the Office of Labor Standards, a division within the Seattle Office for Civil Rights —

## MINIMUM WAGE

(SMC 14.19)

— EFFECTIVE ON APRIL 1, 2015 —

# \$11.00/HOUR

**LARGE EMPLOYERS** (501 or more employees)

Minimum Wage: **\$11.00/hour**

**SMALL EMPLOYERS** (500 or fewer employees)

Minimum Compensation: **\$11.00/hour**

Pay **\$11.00/hour**. —or—

Pay **\$10.00/hour** and **\$1.00/hour** with employee tips and/or payments toward an employee's qualifying medical benefits plan.



**MINIMUM WAGE INCREASES ANNUALLY ON JANUARY 1.**

## WAGE THEFT

(SMC 14.20)

### FAILURE TO PAY WAGES & TIPS OWED

**WAGE THEFT IS NOT RECEIVING FULL PAYMENT FOR YOUR WORK**

- Not being paid minimum wage
- Not being paid for overtime.
- Working off the clock.
- Not being paid at all.
- Not being paid the amount promised.

**EMPLOYERS MUST GIVE EMPLOYEES WRITTEN INFORMATION**

- Employer contact information
- Rate(s) of pay
- Gross wages
- Tip policies and payments
- Deductions
- Pay day and pay basis

Information about these laws must be provided in English, Spanish, and any other languages commonly spoken by employees.

### ⚠ WORKERS CAN FILE A COMPLAINT WITH THE OFFICE OF LABOR STANDARDS IF THEY:

Do not receive the minimum wage.

Do not receive payment of wages and tips.

Do not receive written notices of wages and tips.

Experience retaliation.

**FOR MORE INFORMATION**

[seattle.gov/laborstandards](http://seattle.gov/laborstandards)

**(206) 684-4500**