



## Seattle Office of Labor Standards – Our Commitment to Immigrant and Refugee Communities

### OLS Protects Refugee and Immigrant Rights

The Seattle Office of Labor Standards (OLS) is committed to serving all of Seattle’s workers and businesses to advance labor standards in the City of Seattle. Wage theft among immigrant and refugee workers is widespread and largely unreported. OLS offers free services to all people regardless of their immigration status. These services include investigating potential violations of labor standards, conducting outreach to workers and businesses, and providing resources and referrals.

Important information for Seattle’s immigrant and refugee communities:

- ❖ OLS will never ask about immigration status, does not require immigration status documentation, and does not keep records of immigration status.
- ❖ OLS offers free language interpretation and translations.
- ❖ OLS is a department within the City of Seattle and is separate from the federal government.

Seattle is a Welcoming City because we believe in inclusion and equity. City employees do not ask about citizenship status and serve all residents regardless of immigration status. Immigrants and refugees are welcome here.

### OLS Protects Worker Rights

Regardless of where you live, if you **work** in Seattle, **your labor standards rights include:**

- The right to earn at least the Seattle minimum wage;
- The right to be paid for every hour that you work;
- The right to paid sick time if you or your family member is sick and you cannot go to work;

- The right to report to OLS if you believe your employer has violated your rights; and
- The right to keep your name and information private if you report to OLS or participate in an investigation.

### **OLS Protects Workers from Retaliation**

Seattle laws protect workers who report labor standards violations from retaliation. **It is illegal for an employer to retaliate against a worker in the following ways:**

- Informing or threatening to inform immigration authorities that a worker or a worker's family member is undocumented;
- Filing a false report with a government agency; and
- Terminating or demoting a worker.

While OLS cannot guarantee that a worker will not experience retaliation for contacting us with a labor standards complaint, we do enforce penalties on employers who retaliate against employees. **If you feel like you have experienced retaliation or a labor standards violation, or if you have questions about your rights, contact OLS at: 206-256-5297, [workers.laborstandards@seattle.gov](mailto:workers.laborstandards@seattle.gov), or <http://www.seattle.gov/laborstandards/contact#workers>.**

**If you are a business with questions about labor standards compliance, contact OLS at: 206-256-5297 or [business.laborstandards@seattle.gov](mailto:business.laborstandards@seattle.gov).**

OLS also contracts with [community](#) and [business](#) organizations to provide outreach and assistance with labor standards. If you do not feel comfortable contacting OLS directly, you can contact one of our partners with questions about your rights or obligations.

### **Additional Resources**

*For employees and businesses preparing for an immigration enforcement action at a workplace:*

- [What to Do If Immigration Comes to your Workplace](#) (available in English, Spanish, Thai, Korean, and Chinese), produced by the National Immigration Law Center and National Employment Law Project; and
- [Guidance Concerning Immigration Enforcement](#), produced by the Attorney General of Washington.

---

810 Third Avenue, Suite 375, Seattle, WA 98104-1627

Tel: (206) 256-5297, Fax: (206) 684-3422, TYY (206) 684-4503, website <http://www.seattle.gov/laborstandards>  
An equal opportunity employer. Accommodations for people with disabilities and language interpretive services provided upon request.

*For DACA recipients*

- City of Seattle Office of Immigrant and Refugee Affairs' [DACA webpage](#), which includes basic information and free DACA assistance events that the City's community partners are organizing in and around Seattle.
- Northwest Immigrant Rights Project [DACA resource page](#); and
- National organization Here to Stay [helpful link page](#), including mental health care advice.

*Legal Services*

- The Seattle-King County Immigrant Legal Defense Network provides [free legal services](#). You must be low-income and work in the city of Seattle, or live in King County to qualify.

If you have questions about Seattle's labor standards and your rights, please contact OLS at [workers.laborstandards@seattle.gov](mailto:workers.laborstandards@seattle.gov), or call 206-256-5297.