Minimum Wage Ordinance

Seattle’s Minimum Wage Ordinance (MWO) sets wages for employees working within city limits. The minimum wage will increase every year on January 1 and eventually rise to $15.00/hour.

Minimum Wage: Effective on January 1, 2016

<table>
<thead>
<tr>
<th>LARGE EMPLOYERS (501+ employees)</th>
<th>SMALL EMPLOYERS (500 or fewer employees)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does employer pay towards medical benefits?</td>
<td>Does employer pay $1.50/hour towards medical benefits and/or does employee earn $1.50/hour in tips?</td>
</tr>
<tr>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>$13.00/hour</td>
<td>$12.00/hour</td>
</tr>
<tr>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>$12.50/hour</td>
<td>$10.50/hour</td>
</tr>
</tbody>
</table>

1 Small employers with employees earning tips or who make payments toward an employee’s medical benefits can pay no less than $10.50/hour, as long as the employer guarantees total compensation of $12.00/hour.

The employer must make up the balance if tips and/or medical benefit payments do not equal at least $1.50/hour.

WHO IS COVERED?

Our ordinances cover employees working inside Seattle city limits, regardless of their immigration status or the location of the employer.

If your situation does not qualify for investigation by us, we will refer you to another agency for help.

RETAILATION

An employer cannot retaliate against an employee for:

- Asserting their rights under these laws.
- Filing a complaint with OLS.
- Telling others about their rights.

OUR SERVICES

- Investigations of complaints.
- Outreach to workers.
- Technical assistance for business.
- Resources and referrals.

Language interpretation, translations and accommodation are available. All services are free.

OFFICE OF LABOR STANDARDS

The mission of OLS is to advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.

OFFICE OF LABOR STANDARDS

810 Third Ave, Ste 750, Seattle, WA 98104

Hours: 8 am–5 pm (Mon–Fri)

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MORE INFORMATION

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