

Minimum Wage Ordinance

Seattle’s Minimum Wage Ordinance (MWO) sets minimum wages for employees working within city limits. The minimum wage will increase every year on January 1 and is adjusted for inflation after it reaches \$15.00/hour.

Minimum Wage: Effective on January 1, 2023 - December 31, 2023

| LARGE EMPLOYERS (501+ employees) | SMALL EMPLOYERS (500 or fewer employees) | | | | | |
|----------------------------------|---|--|----|-----|---------------------|---------------------|
| <h1>\$18.69/hour</h1> | <p>Does employer pay \$2.19/hour toward medical benefits and/or does employee earn \$2.19/hour in tips?¹</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <th style="background-color: #d9d9d9;">NO</th> <th style="background-color: #d9d9d9;">YES</th> </tr> <tr> <td style="font-size: 1.5em;">\$18.69/hour</td> <td style="font-size: 1.5em;">\$16.50/hour</td> </tr> </table> | | NO | YES | \$18.69/hour | \$16.50/hour |
| NO | YES | | | | | |
| \$18.69/hour | \$16.50/hour | | | | | |

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|--|--|
| <p>EMPLOYER SIZE</p>  | <p>To calculate employer size, count the employer’s total number of all employees worldwide. For franchises, count all employees in the franchise network.</p> |
| <p>MEDICAL BENEFITS</p>  | <p>To pay the lower hourly rate, a small employer’s payments must be for a silver-level or higher medical benefits plan as defined by the federal Affordable Care Act.</p> <p>A small employer cannot pay the lower rate if the employee declines or is not eligible for medical benefits.</p> |

¹Small employers with employees earning tips or who make payments toward an employee’s medical benefits can pay no less than \$16.50/hour, as long as the employer guarantees total compensation of \$18.69/hour.

The employer must make up the balance if tips and/or medical benefit payments do not equal at least \$2.19/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.

RETALIATION

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.

MORE INFORMATION

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