

Seattle Office of Labor Standards

The City of Seattle created the Office of Labor Standards (OLS) to increase equity and establish a fair and healthy economy for workers, businesses and residents.

OLS IMPLEMENTS FOUR LABOR STANDARDS ORDINANCES THAT APPLY TO ALL EMPLOYERS OPERATING IN SEATTLE¹:

Paid Sick and Safe Time (PSST) –seattle.gov/psst

PSST requires employers to provide Seattle workers with paid leave to care for a personal or family member's medical condition and for a personal, family member, or household member's critical safety issue, including domestic violence, sexual assault or stalking.

Fair Chance Employment (FCE) –seattle.gov/fairemployment

FCE² restricts how employers can use conviction and arrest records during the hiring process and employment.

Minimum Wage Ordinance (MWO) –seattle.gov/minimumwage

MW sets minimum wages for employees working within city limits. The minimum wage increases every year on January 1 and is adjusted for inflation after it reaches \$15.00/hour.

Wage Theft (WTO) –seattle.gov/wagetheft

WT requires employers to pay workers all compensation that is due. The ordinance allows OLS to investigate workers' complaints of nonpayment of wages, tips and any kind of employment-related compensation. The ordinance also requires employers to provide each employee with written notice of their employment information (e.g. employer's name and address, pay rate, pay day) at time of hire and before changes in employment.

¹ Seattle also has other labor standards that apply to specific employers: **Secure Scheduling** requires large retail and food service establishments to provide predictable schedules and the **Hotel Employees Health and Safety Initiative** requires large hotels to provide protections from assault and injury, improve access to affordable healthcare, and job security.

² The Fair Chance Employment Ordinance received a name change from "Job Assistance (JAO)" to "Fair Chance Employment (FCE)" on January 16, 2016

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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seattle.gov/laborstandards