



# Seattle's Minimum Wage: Effective January 1, 2016

## MINIMUM WAGE

(SMC 14.19)

### LARGE EMPLOYERS (501 or more employees)

Does employer pay towards medical benefits\*?

NO

YES

**\$13.00/hour**

**\$12.50/hour**

### SMALL EMPLOYERS (500 or fewer employees)

Does employer pay \$1.50/hour towards medical benefits\* and/or does employee earn \$1.50/hour in tips?

NO

YES

**\$12.00/hour**

**\$10.50/hour**

\*Medical benefits must be silver level or higher under Affordable Care Act

## 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 at hire and change of employment.

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

Wage Theft Ordinance requirements and remedies for non-compliance may change in early 2016 due to pending legislation. Contact OLS for more information.

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 information about wages and tips.

Experience retaliation.

FOR MORE INFORMATION

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

(206) 684-4500