



For assistance, contact us at:

(206) 256-5297 or email: [business.laborstandards@seattle.gov](mailto:business.laborstandards@seattle.gov)

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

<b>Minimum Wage Increase (beginning on January 1, 2024)</b>		
<b>Large Employer</b> (501 or more employees)	<b>\$19.97/hr.</b>	
<b>Small Employer</b> (500 or fewer employees)	Does employer pay at least \$2.72/hr. toward employee’s medical benefits and/or does employee earn at least \$2.72/hr. in tips?	
	<b>IF NO</b> <b>\$19.97/hour</b>	<b>IF YES</b> <b>\$17.25/hour</b>

<b>Ordinances Applicable to Most Businesses</b>	
<b>2024 Workplace Poster</b>	Employers are required to post the yearly workplace poster in English, Spanish, and the language(s) commonly used at worksite. Download the 2024 Workplace Poster here: <a href="http://seattle.gov/laborstandards/resources-and-language-access/resources/posters">seattle.gov/laborstandards/resources-and-language-access/resources/posters</a> <i>Also available in more than 25 languages and translated into others by request.</i>
<b>Paid Sick &amp; Safe Time</b>	Employers must provide employees paid leave to care for themselves or a family member for physical or mental health conditions and for reasons related to domestic violence, sexual assault, stalking, or other critical safety issues. Employees may also use their earned paid leave when their family member’s school or place of care is closed or when a workplace of 250+ employees worldwide is closed, or hours are reduced for a health or safety reason. <a href="http://seattle.gov/laborstandards/ordinances/paid-sick-and-safe-time">seattle.gov/laborstandards/ordinances/paid-sick-and-safe-time</a>
<b>Commuter Benefit</b>	Employers with 20+ employees must allow covered employees to make monthly pre-tax payroll deductions for transit or vanpool expenses. Covered employers may also meet their obligation by paying for all or part of a transit pass. Employers can contact Commute Seattle to get help creating a commuter benefit program by visiting the <a href="http://CommuteSeattle.com">Commute Seattle</a> website or by emailing <a href="mailto:info@commuteseattle.com">info@commuteseattle.com</a> .
<b>Wage Theft</b>	This law requires employers to pay all wages and tips owed to employees on a regular payday. Employers must provide written notice to employees each time wages and tips are paid. <a href="https://www.seattle.gov/laborstandards/ordinances/wage-theft">https://www.seattle.gov/laborstandards/ordinances/wage-theft</a>
<b>Fair Chance Employment</b>	This law limits how employers may use criminal history in the hiring process and in employment decisions. Covered employers are prohibited from having blanket exclusions in job advertisements or applications. <a href="https://www.seattle.gov/laborstandards/ordinances/fair-chance-employment">https://www.seattle.gov/laborstandards/ordinances/fair-chance-employment</a>

<b>Ordinances Applicable to Businesses in Certain Industries</b>	
<b>Hotel Employee Protections</b>	Four Seattle laws protect hotel employees and other employees that work for businesses that have certain kinds of relationships with hotels. The <b>Improving Access to Medical Care for Hotel Employees</b> requires covered employers to make monthly healthcare expenditures to, or on behalf of, covered employees to increase their access to medical care. <b>Amounts are adjusted each year. Three additional laws</b> provide protections related to job retention, room cleaning workload limits, and protecting employees from violent or harassing guest conduct. Access more guidance here: <a href="https://www.seattle.gov/laborstandards/ordinances/hotel-employee-protections">https://www.seattle.gov/laborstandards/ordinances/hotel-employee-protections</a>
<b>Independent Contractor Protections</b>	Requires hiring entities to provide independent contractors who earn or may earn at least \$600 within the calendar year with disclosures prior to entering a contract, at the time of payment and to provide timely payment. Access the Notice of Rights poster, and model disclosure notices here: <a href="https://www.seattle.gov/laborstandards/ordinances/independent-contractor-protections-">https://www.seattle.gov/laborstandards/ordinances/independent-contractor-protections-</a>

<b>Domestic Workers Ordinance</b>	<p>This law gives domestic workers (nannies, house cleaners, household managers, cooks, gardeners) the right to minimum wage, rest breaks, and meal periods, keep personal documents, and a day of rest (workers who live or sleep where they work and if working six consecutive days). Access more guidance here: <a href="https://www.seattle.gov/laborstandards/ordinances/domestic-workers">https://www.seattle.gov/laborstandards/ordinances/domestic-workers</a></p>
<b>Secure Scheduling Ordinance</b>	<p><b>Applies to large retail and food service establishments.</b> This law requires covered large retail and food establishments to provide employees with advanced notice of work schedules, compensation for late schedule changes, and compensation for back-to-back shifts without an adequate rest time. Access more guidance here: <a href="https://www.seattle.gov/laborstandards/ordinances/secure-scheduling">https://www.seattle.gov/laborstandards/ordinances/secure-scheduling</a></p>
<b>NEW App-Based Worker Paid Sick &amp; Safe Time</b>	<p>Effective January 13, 2024, covered network companies must provide paid sick and safe time to app-based workers to care for themselves or a family member for physical or mental health conditions and for reasons related to domestic violence, sexual assault, stalking, or other critical safety issues. Between July 13, 2020 and January 12, 2024, covered food delivery network companies were required to provide PSST to workers. Workers are allowed to retain and use PSST accrued prior to January 13. Access more guidance here: <a href="#">App-Based Workers Paid Sick and Safe Time Ordinance - LaborStandards   seattle.gov</a></p>
<b>NEW App-Based Worker Minimum Payment</b>	<p>Effective January 13, 2024, app-based workers in Seattle have the right to minimum compensation for their work under the App-Based Worker Minimum Payment Ordinance. The ordinance also includes flexibility and transparency protections for covered app-based workers. Access more guidance here: <a href="#">App-Based Worker Minimum Payment Ordinance - LaborStandards   seattle.gov</a></p>

The Office of Labor Standards has a dedicated staff who handle business inquiries. OLS **does not share information about the identity of businesses** with our enforcement team. We will answer questions about how Seattle's labor standards apply to your business. Labor Ordinance training is available upon request. For ongoing updates, visit our website or sign up to our newsletter at: [www.seattle.gov/laborstandards](http://www.seattle.gov/laborstandards).

<p>A translated version of this document is available upon request at: (206) 256-5297.          本文件的翻译版本可应要求提供：(206) 256-5297。          የተተረጎመው የዚህ ሰነድ ስሪት በ (206) 256-5297 ይገኛል።          La versión traducida de este documento está disponible a pedido en: (206) 256-5297.          이 문서의 번역된 버전은 요청 시 (206) 256-5297에서 사용할 수 있습니다.          Dukumentigan oo la turjumay ayaa la heli karaa marka la codsado: (206) 256-5297.          ឯកសារបកប្រែនៃឯកសារនេះអាចរកបានតាមការស្នើសុំតាម៖ (206) 256-5297.          Phiên bản dịch của tài liệu này có sẵn theo yêu cầu tại: (206) 256-5297.</p>	<p>To access the website links referenced in this document, scan the QR code:</p> 
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