OFFICE OF LABOR STANDARDS
810 THIRD AVE, SUITE 375, SEATTLE, WA 98104    (206) 256-5297    LABORSTANDARDS@SEATTLE.GOV    HOURS: 8 AM–5 PM (MON–FRI)

2019 Seattle Labor Standards Ordinances

THESE ORDINANCES COVER ALL EMPLOYEES WORKING INSIDE SEATTLE CITY LIMITS, REGARDLESS OF EMPLOYEES’ IMMIGRATION STATUS OR LOCATION OF THEIR EMPLOYER.

Employers must comply with these laws. Retaliation is illegal.

The mission of the Office of Labor Standards 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.

This poster must be displayed in a noticeable area at the workplace, in English and the language(s) spoken by employees.

The Office of Labor Standards provides translations, interpretations, and accommodations for people with disabilities.

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**SMC 14.19 Minimum Wage**

**SETS MINIMUM WAGES FOR EMPLOYEES**

<table>
<thead>
<tr>
<th>Employer Size</th>
<th>Large Employers (501 OR MORE EMPLOYEES)</th>
<th>Small Employers (500 OR FEWER EMPLOYEES)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$16.00 PER HOUR</td>
<td>$15.00 PER HOUR</td>
</tr>
<tr>
<td></td>
<td>(501 OR MORE EMPLOYEES)</td>
<td>(500 OR FEWER EMPLOYEES)</td>
</tr>
</tbody>
</table>

**Employer Size**

- Count the employer’s total number of all employees worldwide. For franchises, count all employees in the franchise network.

**Medical Benefits**

- Employee of small employer must be enrolled in a silver-level or higher plan as defined by the federal Affordable Care Act.

- An employer cannot pay a reduced minimum wage if the employee declines or is not eligible for medical benefits.

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**SMC 14.20 Wage Theft**

**PROVIDES PROTECTIONS AGAINST WAGE THEFT**

Employers must pay all compensation owed on a regular pay day and give employees written information about their job and pay.

**Written information must include:**

- Employer’s name and contact information
- Employee’s rate of pay, eligibility to earn overtime, pay basis (hour, shift, day, week, commission), and regular pay day
- Explanation of employer’s tip policy
- Itemized statement of pay information on pay days

**Examples of pay requirements:**

- Pay minimum wage
- Pay overtime
- Pay for rest breaks
- Pay amount promised
- Pay for work off the clock
- Pay tips
- Pay service charges (unless listed on receipt or menu as not payable to the employee(s) serving the customer)
- Reimburse employer expenses
- No misclassification of employees

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**SMC 14.17 Fair Chance Employment**

**LIMITS USE OF CONVICTION AND ARREST RECORDS**

**Prohibited:**

- Job ads that exclude applicants with conviction or arrest records
- Job applications with questions about conviction or arrest records, unless the employer has already screened the applicant for minimum qualifications
- Job denial (or other adverse employment actions) based solely on an arrest record

**Some exceptions apply, including jobs with unsupervised access to children under 16, people with developmental disabilities, or vulnerable adults**

**Employers are required to:**

- Delay criminal background checks until after screening applicants for minimum qualifications
- Follow procedures before taking an adverse action based solely on a criminal background check:
  - Provide an opportunity to explain or correct criminal background check information
  - Hold the position open for at least two business days
  - Have a legitimate business reason that employing the person will harm the business or impact the employee’s ability to perform the job

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**SMC 14.16 Paid Sick & Safe Time**

**REQUIRES PAID LEAVE FOR MEDICAL OR SAFETY ISSUES**

Employers must provide employees with paid leave to care for themselves or a family member.

**Sick Time:** A physical or mental health condition, including a medical appointment

**Safe Time:** Reasons related to domestic violence, sexual assault, stalking or public health issues*

**Paid Sick & Safe Time (PSST) Rates**

<table>
<thead>
<tr>
<th>Employer Size</th>
<th>TIER 1</th>
<th>TIER 2</th>
<th>TIER 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>FULL-TIME EQUIVALENT EMPLOYEES (FTE)</td>
<td>Up to 49 FTE</td>
<td>50 – 249 FTE</td>
<td>250+ FTE</td>
</tr>
<tr>
<td>PER 40 HOURS WORKED</td>
<td>1 hour</td>
<td>1 hour</td>
<td>1 hour</td>
</tr>
<tr>
<td>PER 30 HOURS</td>
<td>40 hours</td>
<td>56 hours</td>
<td>72 hours**</td>
</tr>
</tbody>
</table>

**Carry over of unused PSST PER YEAR**

- * SAFE TIME CAN ALSO BE USED TO CARE FOR A HOUSEHOLD MEMBER
- **208 HOURS FOR TIER 3 EMPLOYERS WITH A PAID TIME OFF (PTO) POLICY

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Employers

Obtain compliance assistance and/or receive training

Employees

File a complaint with OLS or file a lawsuit in court

206-256-5297

www.seattle.gov/laborstandards