


For assistance, contact us at:
(206) 256-5297 or email: business.laborstandards@seattle.gov
www.seattle.gov/laborstandards

The Office of Labor Standards has staff who answer employer questions about Seattle's labor standards. OLS **does not share information about the identity of employers** with our enforcement team. Training and technical assistance are available upon request.

<p>A translated version of this document is available upon request at: (206) 256-5297.</p> <p>本文档的翻译版本可应要求提供：(206) 256-5297。</p> <p>የተተረጎመው የዚህ ሰነድ ስሪት በ (206) 256-5297 ይገኛል።</p> <p>La versión traducida de este documento está disponible a pedido en: (206) 256-5297.</p> <p>이 문서의 번역된 버전은 요청 시 (206) 256-5297에서 사용할 수 있습니다.</p> <p>Dokumentigang oo la turjumay ayaa la heli karaa marka la codsado: (206) 256-5297.</p> <p>ឯកសារបកប្រែនៃឯកសារនេះអាចរកបានតាមការស្នើសុំតាម៖ (206) 256-5297.</p> <p>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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<p>All employers must pay the same minimum wage no matter how many employees they have. Employers cannot count tips or payments toward medical benefits as part of the minimum wage.</p>	
<p>2026 MINIMUM WAGE FOR ALL EMPLOYERS</p>	<p>\$21.30 per hour</p>

Are you an employer? What do you need to do if you have 1 or more employees?			
Paid Sick & Safe Time	Employers must give employees paid time off to care for themselves or family members for illness, appointments, or reasons related to domestic violence, sexual assault, or stalking. For large employers (250+ employees), there are more reasons employees must receive paid time off. Scan the QR code above.		
	1 employee – 49 full time employees (FTEs)	50-249 FTEs	250+ FTEs
	1 hour of PSST / 40 hours worked		1-hour PSST / 30 hours worked
Wage Theft	Employers must pay all wages, compensation, and tips owed to employees on a regular payday. Employers must provide written notice to employees each time wages and tips are paid with a breakdown of wages.		
Fair Chance Employment	Most employers are prohibited from excluding people with criminal history in job advertisements or applications and can only use criminal history in employment decisions in a limited way.		

What if you have 20+ employees?	
Commuter Benefits	Employers with 20+ employees must allow covered employees to make monthly pre-tax payroll deductions for transit or vanpool expenses. Employers can also follow the law by paying for all or part of a transit pass. Contact Commute Seattle to get help creating a commuter benefits program by visiting the Commute Seattle web site or by emailing info@commuteseattle.com .

Are you an independent contractor (or hiring independent contractors)?	
Independent Contractor Protections	Businesses that hire independent contractors (ICs) must provide ICs who earn or may earn at least \$600 within the calendar year with specific information about the work prior to the work starting and at the time of payment. Businesses also must provide timely payment within 30 days of the work being finished.

What laws apply to only some types of businesses?

Hotel Employee Protections	Four laws apply to hotels (and businesses that operate within hotels or regularly contract with hotels to provide services to guests). The Improving Access to Medical Care for Hotel Employees requires employers to make monthly healthcare expenditures to, or on behalf of, covered employees. Amounts are adjusted each year. Three additional laws provide protections related to job retention, room cleaning workload limits and additional pay, and protecting employees from violent or harassing guest conduct.
Domestic Workers Ordinance	Nannies, house cleaners, household managers, cooks, certain home care workers, and gardeners have the right to: minimum wage, rest breaks, and meal periods, keep personal documents, and a day of rest (for workers who live or sleep where they work if they work six days in a row).
Secure Scheduling Ordinance	For retail and food service establishments with 500+ employees worldwide, including all franchises: Employers must provide employees with notice of work schedules at least 14 days in advance, extra compensation for late schedule changes, and extra compensation for back-to-back closing/opening shifts without adequate rest time.
App-Based Worker Protections	App-Based Workers (sometimes called gig workers) have the right to: a minimum payment for their work; upfront information about offers; access the app without being penalized for limiting their availability or refusing offers; earn 1 hour of Paid Sick and Safe Time for every 30 days worked with at least one pick up or drop off in Seattle; the right to challenge deactivation; and a reasonable deactivation policy.
Cannabis Employee Retention	Cannabis businesses that are changing ownership must post notice of the change of ownership. Outgoing employers must give a preferential hiring list to the incoming employer. Incoming employers must hire from that list for the first 180 days of ownership. Employees who accept a job offer must be kept on for 90 days and can only be fired for just cause.

www.seattle.gov/laborstandards



Seattle
Office for Civil Rights

(206) 684-4500

discriminationquestions@seattle.gov
seattle.gov/civilrights

	Employment	Housing	Public Places	Contracting
The Civil Rights Laws cover	Businesses with 1 or more employees or domestic workers	Businesses with 1 or more dwellings	Businesses open to the public	Contracts over \$5000
The Laws prohibit discrimination and harassment based on:	Race, Color, National Origin, Caste, Ancestry, Disability, Use of a Service Animal (public places and housing only), Sex, Sexual Orientation, Gender Identity, Marital Status, Age, Religion, Creed, Political Ideology, Military and Veteran Status, Citizenship or Immigration Status, and Pregnancy Outcomes, Alternative Source of Income (housing only), Subsidies (housing only), Parental Status (housing only), Breastfeeding (public places only), and Genetic Information (employment only).			
Retaliation	The law prohibits retaliation for making a discrimination complaint			
Reasonable Accommodations	The law requires reasonable accommodations for people with disabilities who have a disability-related request			N/A
Service Animals	The law allows service animals for people with disabilities, including but not limited to dogs			N/A
All-Gender Restroom Access	Employees are allowed to use the restroom that matches their gender identity	Tenants are allowed to use the restroom that matches their gender identity	All-Gender signs are required on single occupant restrooms	N/A
Closed Captioning	N/A	N/A	Captioning must be turned on for TV receivers	N/A