

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:

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

PSST requires employers to provide Seattle workers with paid sick and paid safe time for use when an employee needs to take time off from work for the employee's or family member's illness or a critical safety issue, including domestic violence, sexual assault or stalking.

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

FCE¹ restricts how employers can use conviction and arrest records during the hiring process and employment.

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

MWO sets the minimum wage in Seattle. It will gradually increase to \$15.00/hour.

Wage Theft (WTO) – seattle.gov/wagetheft

WTO allows OLS to investigate workers' complaints of nonpayment of wages and tips. It also requires employers to provide written notice to employees of their wages, tips, how they get paid and other information.

¹ 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