



Address: 810 3rd Avenue, Suite 375, Seattle, WA, 98104-1627

Phone number: (206) 256-5297.

WWW.seattle.gov/laborstandards.

WHO WE ARE:

The City of Seattle Office of Labor Standards' (OLS) mission 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. *Learn more about Seattle's labor standards laws below.*

WHO IS COVERED?

Our laws 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.

OUR SERVICES

Private and free services include:

- Investigations of complaints to enforce Seattle's labor standards ordinances.
- Outreach and education to workers and businesses.
- Compliance assistance for businesses.
- Resources and referrals.

Free language interpretation, translations, and accommodations available.

STAY CONNECTED

For more information and assistance, contact us at: (206) 256-5297 or email: business.laborstandards@seattle.gov. and laborstandards@seattle.gov. For ongoing updates, visit our website or sign up to our newsletter at: www.seattle.gov/laborstandards. For ongoing updates, visit our website or sign up to our newsletter at: <https://www.seattle.gov/laborstandards/ordinances>.

SEATTLE LABOR LAWS

Seattle Worker Protections

☐ Paid Sick and Safe Time Ordinance (PSST)

- Requires employers to provide paid leave for absences due to medical conditions, domestic violence, or other critical safety issues.

☐ Fair Chance Employment Ordinance (FCE)

- Restricts how employers can use conviction and arrest records during the hiring process and course of employment.

- ☐ **Minimum Wage Ordinance (MW)**
 - Establishes a minimum hourly wage that rises with the annual rate of inflation.
- ☐ **Wage Theft Ordinance (WT)**
 - Requires employers to pay all compensation owed to workers (including wages and tips).
- ☐ **Commuter Benefits Ordinance (CBO)**
 - Requires employers to provide commuter benefits pre-tax.
 - Large Retail and Food Service Employee Protections.
- ☐ **Secure Scheduling Ordinance (SS)**
 - Establishes predictable scheduling requirements for large retail and food service establishments.

Hotel Employee Protections

- ☐ **Hotel Safety Protections Ordinance**
 - Requires employers to take measures to prevent, address, and respond to violent or harassing guest conduct.
- ☐ **Improving Access to Medical Care Ordinance**
 - Requires employers to make monthly healthcare expenditures to, or on behalf of, covered employees to increase their access to medical care.
- ☐ **Hotel Employees Job Retention Ordinance**
 - Requires employers to provide advanced notice to covered employees of changes in ownership and requires the incoming employer to retain covered employees for a certain time after the change in ownership.
- ☐ **Protecting Hotel Employees from Injury Ordinance**
 - Restricts the workload of hourly employees who clean the guest rooms of a covered hotel or motel to reduce the frequency and occurrence of injuries associated with room cleaning.

Domestic Worker Protections

- ☐ **Domestic Workers Ordinance (DWO)**
 - Establishes protections for independent contractors and employees who provide domestic services in and around the homes of Seattle families.

Independent Contractor Protections

- ☐ **Independent Contractor Protections Ordinance (Effective September 2022)**

Requires hiring entities to provide independent contractors with disclosures prior to entering a contract and at the time of payment and to provide timely payment.

TIME-LIMITED PROTECTIONS

COVID-19 and Gig Worker Protections

☐ [Grocery Employee Hazard Pay Ordinance](#)

- This temporary law requires grocery businesses in Seattle to pay hazard pay of \$4 per hour to their employees during the COVID-19 civil emergency.

☐ [Gig Worker Paid Sick and Safe Time Ordinance](#)

- Requires covered Transportation Network Companies and Food Delivery Network Companies to give gig workers access to paid sick and safe time. Gig workers are entitled to this protection until 180 days after the end of the COVID-19 civil emergency.

☐ [Gig Worker Premium Pay Ordinance](#)

- Requires covered Food Delivery Network Companies to pay gig workers additional compensation during the COVID-19 civil emergency. A gig worker must receive at least \$2.50 per delivery order where there is either a pick-up or drop-off in Seattle. For the same order, an additional \$1.25 is owed for each additional pick-up or drop-off in Seattle. The premium pay will expire after the COVID-19 civil emergency ends.

Transportation Network Company (TNC) Driver Protections**

☐ [TNC Minimum Compensation Ordinance**](#)

- Requires TNCs like Uber and Lyft to provide a minimum guaranteed per-trip payment and other protections for drivers.

☐ [TNC Driver Deactivation Rights Ordinance**](#)

- Protects drivers from unwarranted deactivation, grants a right to challenge unwarranted deactivations, and creates a Driver Resolution Center to provide support services to assist drivers to access their labor standards rights.

**Seattle's TNC ordinances and coverage for TNC drivers will be effective through December 31, 2022. Washington statewide legislation preempts Seattle TNC ordinances and coverage for TNC drivers as of January 1, 2023.