

TACOMA

MINIMUM WAGE

The 2019 minimum wage in Tacoma is \$12.35/hour.

SEATAC

INDUSTRY SPECIFIC STANDARDS

If you work at a **large hotel** (100+ rooms) or **airport-related job** in the City of SeaTac – including most food service, retail, rental car agencies, and parking lots – you have the following rights at work.

MINIMUM WAGE

The 2019 minimum wage for large hotel and airport-related workers in SeaTac is \$16.09/hour.

PROMOTING FULL-TIME EMPLOYMENT

Your employer must offer extra hours to current employees before hiring new employees or subcontractors.

STATEWIDE

MINIMUM WAGE

The 2019 minimum wage in Washington is \$12.00/hour and applies to all jobs, including agriculture, for employees age 16 years and older.

- Your employer must pay you all tips you receive
- A valid tip pool cannot include an owner, manager, or supervisor
- You must also be paid service charges added to the customer's bill, unless the bill says otherwise
- Your employer cannot pay less than the minimum wage to offset tips or service charges you earn

PAID SICK AND SAFE LEAVE

All employers in Washington must provide their workers with paid sick and safe leave time. **Workers will earn a minimum rate of 1 hour of leave for every 40 hours of work.**

You can use paid sick and safe time when you, someone in your family or your household needs to:

- Go to the doctor
- Recover from illness
- Take care of issues related to domestic violence, sexual assault or stalking

FAIR CHANCE EMPLOYMENT

In the job hiring process, a potential employer CANNOT:

- Advertise job announcements that exclude people with arrest or conviction records
- Include any question on a job application seeking information about arrest or conviction records
- Ask about your record until the employer determines you are otherwise qualified for the job

This law does not apply to law enforcement or security jobs, financial institutions, nor to jobs that require unsupervised care for vulnerable populations.

FAIR WORK CENTER

Fair Work Center empowers workers to achieve fair employment. We are a hub for workers to understand and exercise their legal rights, improve working conditions and connect with community resources.

We envision a society in which workers are treated with dignity and respect, regardless of class, gender, or race. We will work to ensure that workers are informed of their rights under the law and that employers are held accountable to labor standards.

Fair Work Center provides the following support to workers:

- We provide resources outlining employee rights in various languages.
- We conduct know your rights and workplace health & safety workshops in various languages.
- We help workers navigate city, state, and federal government agencies.
- We provide free legal clinics for workers to seek advice about potential workplace violations.

CONTACT US

Questions about your rights at work?

Want to schedule a Know Your Rights training?

 **1-844-485-1195**

 **help@fairworkcenter.org**

 **www.fairworkcenter.org**

 **116 Warren Ave N, Suite A
Seattle, WA 9819**

KNOW YOUR RIGHTS AT WORK 2019

FAIR WORK CENTER

SEATTLE

If you work in Seattle, you have additional rights at work. Remember: it is illegal for your employer to retaliate against you for asking about or exercising your rights under Seattle's labor laws.

MINIMUM WAGE

Seattle's minimum wage varies by employer size and whether you receive medical benefits and/or tips.

Large Employers (501+ employees)

\$16.00/hour

Small Employers (500 or fewer employees)

Do you receive \$3/hour in tips and/or medical benefits?

No:
\$15.00/hour

Yes:
\$12.00/hour

WAGE THEFT

Wage theft is when your employer does not pay you for all of the work you did. Examples of wage theft could include you NOT GETTING:

- Paid the minimum wage
- Paid for overtime hours you worked
- Paid the amount you were promised
- Paid for working off the clock
- Paid 10-minute rest breaks

Additionally, your employer must give you written information when you are hired that includes their contact information, your rate of pay and regular paydays.

PAID SICK AND SAFE LEAVE

You are eligible for paid sick and safe time if you work full-time, part-time and/or on a temporary basis in Seattle. How much time you earn depends on your employer:

Employer has 250 or more employees: You earn 1 hour per 30 hours worked	Employer has 250 or fewer employees: You earn 1 hour per 40 hours worked
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You can use paid sick and safe time when you, someone in your family or your household needs to:

- Go to the doctor
- Recover from illness
- Take care of issues related to domestic violence, sexual assault or stalking

FAIR CHANCE EMPLOYMENT

In the job hiring process, a potential employer CANNOT:

- Advertise job announcements that say you cannot apply if you have an arrest or conviction record
- Ask questions about your record until after screening out unqualified applicants

An employer must give you a chance to explain or correct information on your record.

If an employer does not hire you because of your record, it must be related to your ability to do the job, or the employer must have a legitimate business reason.

This law does not apply to law enforcement or security jobs, nor to jobs that require unsupervised care for vulnerable populations.

INDUSTRY SPECIFIC STANDARDS

RETAIL & FOOD SERVICE EMPLOYEES: SECURE SCHEDULING

If you work at a **large (500+ employees) retail or fast-food business** or at a **large nationwide restaurant chain**, your employer MUST:

- Post your schedule 14 days in advance
- Provide extra pay for changes made to the posted schedule (except for shift swaps you request)
- Let you decline closing and opening shifts that are less than 10 hours apart, or pay you extra to work them
- Offer extra hours to current employees before hiring new employees
- Provide you with an estimated number of hours you can expect to work upon hiring

HOTEL EMPLOYEES: HEALTH & SAFETY INITIATIVE

If you work at a **hotel in Seattle** with 60+ rooms, your employer MUST:

- Provide panic buttons and other protections against sexual harassment and assault
- Allow you to keep your job when hotel management changes

Large Hotels (100+ rooms)

- Provide medical benefits or other compensation (with some exceptions)
- Provide housekeepers extra pay for cleaning more than 5,000 SF per 8-hour shift (~15 standard hotel rooms)

DOMESTIC WORKERS BILL OF RIGHTS

Beginning July 1, if you are a domestic worker – either as an employee and independent contractor – who **works in private homes as a nanny, house cleaner, home care worker, gardener, cook, and/or household manager**, you have the following rights under this new bill of rights:

- Payment of Seattle's minimum wage
- A 30-minute uninterrupted meal break if you work for more than five hours in a shift in the same home
- A 10-minute uninterrupted rest break for every four hours of work in the same home
- If it isn't feasible to take a meal or rest break, your employer must provide additional pay for the missed break
- If you are a live-in care giver, you must receive one day of rest after working more than six days in a row
- Your employer is not allowed to keep any of your personal things or documents such as passports or visas
- Creates Labor Standards Board with worker participation to implement and expand these rights