

# SEATTLE

## MINIMUM WAGE

Seattle's minimum wage is higher than the rest of the state for most workers.

- Large employers with 501 or more total employees must pay: \$16.39/hour
- Smaller employers (500 or fewer total employees) with no tips or employer-provided medical benefits must pay: \$15.75/hour
- Smaller employers with tips or employer-provided medical benefits must pay: \$13.50/hour

## SECURE SCHEDULING IN RETAIL & FOOD SERVICE

If you work at a large retail company or restaurant chain with 501 or more total employees:

- You must receive your schedule 14-days in advance
- You are owed predictability pay if your employer calls you in to work a shift or cancels a shift on the posted schedule
- You should receive extra pay for working clopening shifts – closing & opening a shift less than 10 hours apart – and you also have the right to reject working clopening shifts
- You should be offered additional hours, if you want them, before your employer hires new part-time employees

## DOMESTIC WORKERS BILL OF RIGHTS

If you work in private homes as a nanny, housecleaner, home care worker, gardener, cook, au pair and/or household manager – regardless of whether you are an employee or an independent contractor – you have the following rights:

- To be paid at least Seattle's minimum wage
- Uninterrupted meal and rest breaks, or more pay if you don't get a break
- Protections against sexual harassment and discrimination
- Keep all your documents and personal belongings
- One day off after six consecutive days for live-in workers
- A new Domestic Worker Standards Board to implement and expand these rights

## HOTEL HEALTH & SAFETY STANDARDS

If you work at a hotel with more than 60 rooms:

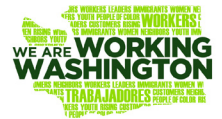
- You must have access to panic buttons and other protections against sexual harassment and assault
- You must be allowed to keep your job when hotel management changes

If you work at a hotel with more than 100 rooms:

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

# YOUR RIGHTS AT WORK 2020

FAIR WORK CENTER



116 Warren Ave N, Suite A  
Seattle, WA 98108

www.fairworkcenter.org

help@fairworkcenter.org

1-844-485-1195

Fair Work Center & Working Washington fight to win new rights for workers and make those rights real through community-based education and legal services, all while building a powerful movement of working people. If you are experiencing issues on the job or just have questions about your rights, contact us.

## QUESTIONS ABOUT YOUR RIGHTS AT WORK?

# WASHINGTON



## MINIMUM WAGE

You have the right to be paid at least \$13.50/hour.

- Tips are always on top of pay, and cannot be deducted from your pay
- The tips you earn cannot be taken by your employer
- Unless clearly stated otherwise, service charges must go to the person/people performing the service



## WAGE THEFT

You have the right to be paid for all the time you worked. Wage theft occurs when you don't get paid: at least the minimum wage; the amount you were promised; for overtime hours worked; for your rest breaks.



## OVERTIME

All hourly workers are owed overtime pay – 1.5x pay – when they work more than 40 hours/week.

Salaried workers making less than \$35k/year are owed overtime pay when they work more than 40 hours/week.



## PAID SICK & SAFE LEAVE

You have the right to take paid time off work if you or a family member are sick, to go to the doctor, or take care of issues related to domestic violence or stalking.

- You don't need a doctor's note to use your sick leave
- You earn at least 1 hour of sick leave time for 40 hours you work – that is about 6.5 days per year if you work full time



## PAID FAMILY & MEDICAL LEAVE

If you worked regularly in Washington in 2019, you can take up to 12-18 weeks of paid family & medical leave for you or a family member.

- While on leave, you'll receive partial paychecks to help cover bills
- You don't have to take all your leave at once
- Your medical provider will need to certify your eligibility



## HEALTH & SAFETY

You have the right to a safe and healthy workplace. Most standards are specific to various industries, but in general your job should not put you at risk of harm. This includes actions that could lead to physical injury or exposure to something that could make you sick.



## HARASSMENT & DISCRIMINATION

You have the right to a workplace free of discrimination and harassment on the basis of race, sex, gender identity or gender expression, age, sexual orientation, religion, nation of origin, or disability. You cannot be discriminated against in any aspect of your job, including hiring, discipline, evaluations, promotions, etc.



## RETALIATION

You have the right to stand up for your rights at work without retaliation from your employer – so contact us if your rights are being violated!



## FAIR CHANCE EMPLOYMENT

You cannot be discriminated against when applying for a job because of your arrest or conviction history.

- You cannot be asked about your record on job applications
- Employers must consider your qualifications for the job before considering your record

There are some exceptions, but if you have questions or think you've been discriminated against, contact us. Protections for people with arrest and conviction histories are stronger in Seattle.

**ALL WORKERS ARE PROTECTED BY WASHINGTON'S LABOR & EMPLOYMENT STANDARDS, REGARDLESS OF IMMIGRATION STATUS**

**QUESTIONS ABOUT YOUR RIGHTS AT WORK? CALL US: 1-844-485-1195**