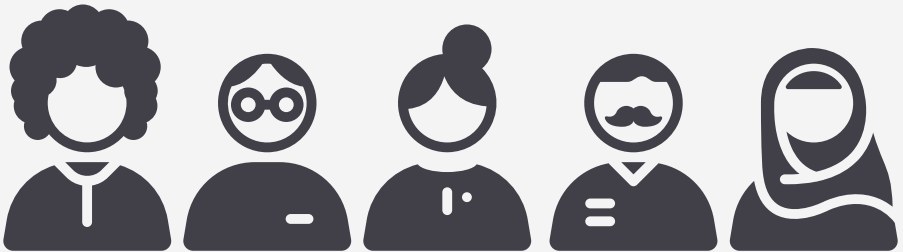


2024

KNOW YOUR RIGHTS

DON'T WORK FOR FREE!



FAIR WORK
CENTER



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Brought to you by:

FAIR WORK CENTER

*Education, organizing & enforcement
for WA workers since 2015.*



Washington State

Under Washington 2024 state law you have the right to be paid a minimum of 16.28/hour.

MINIMUM WAGE

*IS THE **MINIMUM** AMOUNT AN EMPLOYER CAN PAY YOU*

City of Seattle

The city of Seattle's minimum wage is: 19.97/hour. Small employers (500 or fewer employees) that provide medical benefits or tips can pay 17.25/hour.

City of SEATAC

City of SeaTac's 2024 minimum wage for hospitality and transportation industry employees (including SEA airport) is 19.71/hour

Yakima County

Yakima County uses the Washington state minimum wage of 16.28/hour



Overtime Pay

You must be paid 1.5x your regular rate of pay for any hours worked over a total of 40 in a single work week at a single place of employment



Rest Breaks

You must be allowed a 10 minute break for every 4 hours worked. Your breaks should be uninterrupted!

Tips

- Tips cannot be taken by your employer.
- Tips cannot be deducted from your pay.
- Tips are always in addition to your pay.
- Employers may establish tip pools or require employees to “tip out” other employees.

Meal Periods

If you work more than 5 hours in a shift you have the right to a 30 minute meal break!



USING YOUR RIGHTS TO IMPROVE YOUR WORKPLACE IS PROTECTED.



It is **illegal** for your employer to retaliate against you for speaking up about an issue at work or for organizing with your coworkers to improve working conditions, regardless of your immigration status!

PROTECTED:

- Wage Theft complaints
- Discrimination complaints
- Health + Safety complaints



WAGE THEFT IS ILLEGAL

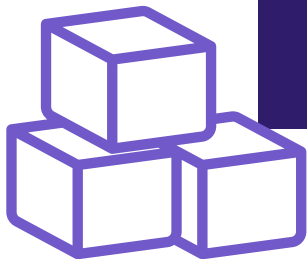
*YOU HAVE A RIGHT TO BE PAID
FOR ALL HOURS WORKED!*



Examples of wage theft:

- Not being paid the minimum wage
- Not being paid your overtime hours
- Not getting your breaks
- Not getting your tips
- Not getting your paid sick and safe time
- Being forced to work off the clock

DOMESTIC WORKERS RIGHTS



In Seattle



You have the right to the Seattle minimum wage.



You have the right to uninterrupted meals & breaks.



You have the right to keep your personal documents.



You have the right to protections from retaliations and discrimination.

***Do you work as a nanny?
Join the Nanny Collective!***

www.nannycollective.org



PAID SICK & SAFE TIME

You have the right to accumulate **one hour of paid sick leave for every 40 hours worked**, regardless of your status of full-time, part-time, temporary, or seasonal employment.



You can use your accumulated paid sick and safe time to care for yourself or a family member who is sick, for preventative care, and/or in situations of domestic violence or sexual assault.

DISCRIMINATION

YOU ARE PROTECTED FROM DISCRIMINATION

based on race, creed, national origin, sex (including pregnancy), marital status, age, sexual orientation, gender identity, veteran or military status, whistleblower status, sensory, mental or physical disability, use of a trained dog guide or service animal, HIV/AIDS and Hepatitis C status.



HOW TO **PROTECT** MY RIGHTS AT WORK:

- **Keep documents!** (Pay stubs, text messages, time cards, pictures)
- **Track your own hours and schedule** to make sure you are being paid correctly
- **Talk to your coworkers!** Are other people having the same problems?
- You have **three years** to submit a wage theft complaint!

WHAT TO DO IF YOUR RIGHTS ARE BEING VIOLATED:

Seattle Office:

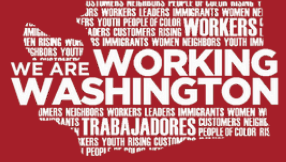
2100 24th Ave S. Ste 270
Seattle, WA 98144

Yakima Office:

507 W Chestnut Ave,
Yakima, WA 98902

help@fairworkcenter.org

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