

2026

# KNOW YOUR RIGHTS

DON'T WORK FOR FREE!



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**Rights Center**

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

Working Washington and Working Washington Rights Center are sister organizations building worker power and winning the fight against wealthy corporations. Working Washington refers to our grassroots movement organization. Working Washington Rights Center refers to our enforcement efforts within that movement, and our 501(c)(3) organization, formerly known as Fair Work Center.

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## Washington State

Under Washington 2026 state law you have the right to be paid a minimum of \$17.13/hour.

# MINIMUM WAGE

*IS THE MINIMUM AMOUNT AN EMPLOYER CAN PAY YOU*

## City of Seattle

The city of Seattle's minimum wage is: \$21.30/hour. Employers cannot use tips or medical benefits to reduce hourly wages.

## City of SEATAC

City of SeaTac's 2026 minimum wage for hospitality and transportation industry employees (including SEA airport) is \$20.74/hour.

## King County

In unincorporated King County, the minimum wage is \$20.82 for businesses with 500 or more employees. It is \$19.82 at businesses with 15-500 employees or businesses with 15 and fewer employees but \$2 million in annual revenue. It is \$18.32 at businesses with 15 or fewer employees and less than \$2 million in annual revenue.

## City of Burien

Large businesses: \$21.65/hour  
16-499 workers: \$20.65/hour  
1-15 workers: \$19.15/hour

## City of Tukwila

Tukwila's minimum wage in 2026 is \$21.65/hour at businesses with at least 15 workers or \$2 million in revenue.

## City of Renton

The minimum wage in Renton is \$21.57/hour for large employers. At businesses with 15-500 workers, it is \$20.57 through June 30<sup>th</sup> and then becomes \$21.57.

## Yakima County

Yakima County uses the Washington State minimum wage of \$17.13/hour.



# Overtime Pay

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You must be paid 1.5x your regular rate of pay for any hours worked over 40 in a workweek with the same employer, subject to a few exclusions.



## Rest Breaks

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You must be allowed a paid 10 minute break for every 4 hours worked.

Your breaks should be uninterrupted.

## Tips

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- 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

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If you work 5 hours in a shift, you have the right to an unpaid 30 minute meal break. You must be paid for the entire meal break if:

1. Your meal period is interrupted because you're called back to work.
2. You're required to stay on duty.
3. You're required to be on call at the jobsite.



# 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:**

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- Wage Theft complaints.
- Discussing wages with coworkers.
- Discrimination complaints.
- Health + Safety complaints.



# WAGE THEFT IS ILLEGAL.

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



## **Examples of wage theft:**

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- 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.
- Not being paid for “off-the-clock” work.

# PAID SICK & SAFE TIME

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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.

You can use paid sick leave to prepare for, or participate in immigration proceedings involving yourself or a family member.



# DISCRIMINATION

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## **YOU ARE PROTECTED FROM DISCRIMINATION**

based on race, creed, national origin, immigration status, 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, Hepatitis C status, and opposition to a discriminatory practice.



# ICE AND IMMIGRATION

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If ICE shows up at your workplace and questions you, you have the right to remain silent. At any time in the interaction, you can ask if you are free to leave. If they say yes, calmly walk away.

ICE agents are more restricted in private spaces (like workplaces), but have reportedly tried to intimidate people in them into answering questions. Remember that any answers you provide may be used by agents to try to justify an arrest, even if you're not named in a judicial warrant. If agents try to take actions against you while in a private space and without a warrant signed by a judge, there may be legal remedies.

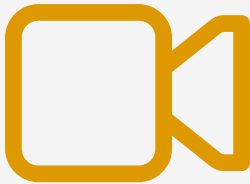


Remember that ICE agents **can lie to you**. You do not need to discuss your immigration status with anyone or tell them where you were born, whether you're a citizen, or how you entered the country. Anything you say can be used against you, including to try to deny you a hearing prior to deportation.

# ICE AND IMMIGRATION

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If you have valid immigration documents, you should show them. Never provide fake documents. If you are arrested, you can say you wish to remain silent until speaking with a lawyer.



You have the right to record your interaction or others' interactions with immigration agents as long as you don't interfere. You have the right to inform others about their rights, even during an interaction.

ICE and immigration agents may violate your rights or detain you if you remain silent, but asserting your rights and documenting the violations could help your defense later on.



# HOW TO PROTECT MY RIGHTS AT WORK:

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- **Keep documents!** (Pay stubs, text messages, time cards, pictures).
- **Track your own hours and schedule** to make sure you are being paid correctly.
- **Document interactions** with supervisors and managers in writing, and create your own pay records if your boss doesn't provide them to you.
- **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:

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## Get in touch with us!

### Seattle Office:

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

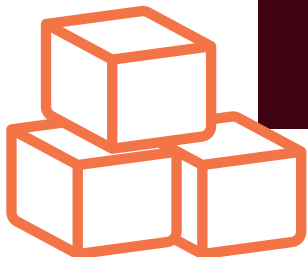
### Yakima Office:

507 W Chestnut Ave,  
Yakima, WA 98902

[help@fairworkcenter.org](mailto:help@fairworkcenter.org)

# 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 retaliation and discrimination.

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

**[www.workingwashington.org](http://www.workingwashington.org)**



# GIG WORKERS RIGHTS

## IN SEATTLE

You should be paid at least the GREATER of these three options:

- The guaranteed app offer,
- OR (engaged minutes x \$0.47) + (engaged miles x \$0.80),
- OR a base pay of \$5.34



These rates are updated every year.

The apps must provide you transparency, including:

- Upfront disclosure of offer-related information.
- Receipts and payment records.



Under PayUp, gig workers' flexibility is guaranteed by law. That includes:

The right to reject or accept offers, without penalty.

The right to work when we choose, and log on and off as we please.

That means apps can't require a minimum or maximum number of hours, and they can't punish workers for missing "shifts" we sign up for in advance.

No penalties for canceling a job with cause.

# GIG WORKERS RIGHTS Deactivation

IN SEATTLE



The ordinance bars apps from deactivating for unfair reasons, like:

- Unsubstantiated complaints.
- Minor issues on background checks that aren't relevant to the work.
- Acceptance rate or rejection of jobs.
- Hours worked.
- Customer ratings (when it is the only reason for your deactivation).

Additionally, the ordinance requires apps to follow a step-by-step process when deactivating a worker, and create a system for workers to appeal.

Apps are required to publish a list of all potential causes for deactivation, and tell workers the reason when they are being deactivated.

Apps are required to send that info to workers with 14 days' notice before shutting off the worker's account except when the reason for deactivation is egregious misconduct.



**Worker power  
changes  
everything.**

***WORKING WASHINGTON/  
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