

# 2025 Seattle Labor Standards Ordinances

The mission of the Office of Labor Standards 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.



This poster must be displayed in a noticeable area at the workplace, in English and the language(s) spoken by employees.

The Office of Labor Standards provides translations, interpretations, and accommodations for people with disabilities.

## Minimum Wage

SETS MINIMUM WAGES FOR EMPLOYEES

**All Employers**  
regardless of size must pay at least

**\$20.76**  
PER HOUR

Starting in 2025, employers cannot make up any part of the minimum wage with payments toward employee medical benefits or customer tips paid to employees.

Seattle's Minimum Wage increases each calendar year based on the rate of inflation. The new minimum wage takes effect on January 1 of each year. The Office of Labor Standards announces the new minimum wage each Fall.

## Paid Sick & Safe Time

REQUIRES PAID LEAVE FOR MEDICAL OR SAFETY ISSUES

**Employers must provide employees with paid leave to care for themselves or a family member.**

(Child, Parent, Spouse, Registered Domestic Partner, Grandparent, Grandchild, Sibling)

**Sick Time:** A physical or mental health condition, including a medical appointment

**Safe Time:** Reasons related to domestic violence, sexual assault, stalking or public health issues\*

### Paid Sick & Safe Time (PSST) Rates

|  | TIER 1                        | TIER 2                        | TIER 3                        |
|--|-------------------------------|-------------------------------|-------------------------------|
| <b>Employer Size</b><br>FULL-TIME EQUIVALENT EMPLOYEES (FTEs)<br>WORLDWIDE | <b>Up to 49</b><br>FTEs       | <b>50 - 249</b><br>FTEs       | <b>250+</b><br>FTEs           |
| <b>Accrual of PSST</b><br>PER HOURS WORKED                                 | <b>1 hour</b><br>PER 40 HOURS | <b>1 hour</b><br>PER 40 HOURS | <b>1 hour</b><br>PER 30 HOURS |
| <b>Carry over of unused PSST</b><br>PER YEAR                               | <b>40 hours</b>               | <b>56 hours</b>               | <b>72 hours**</b>             |

\*SAFE TIME CAN ALSO BE USED TO CARE FOR A HOUSEHOLD MEMBER

\*\*108 HOURS FOR TIER 3 EMPLOYERS WITH A PAID TIME OFF (PTO) POLICY

## Fair Chance Employment

LIMITS USE OF CONVICTION AND ARREST RECORDS

### Prohibited:

- Job ads that exclude applicants with conviction or arrest records
- Job applications with questions about conviction or arrest records, unless the employer has already screened the applicant for minimum qualifications
- Job denial (or other adverse employment actions) based solely on an arrest record

**Some exceptions apply, including jobs with unsupervised access to children under 16, people with developmental disabilities, or vulnerable adults.**

### Employers are required to:

Delay criminal background checks until after screening applicants for minimum qualifications

Follow procedures before taking an adverse action based solely on a criminal background check:

- » Provide an opportunity to explain or correct criminal background check information
- » Hold the position open for at least two business days
- » Have a legitimate business reason that employing the person will harm the business or impact the employee's ability to perform the job

## Wage Theft

PROVIDES PROTECTIONS AGAINST WAGE THEFT

**Employers must pay all compensation owed on a regular pay day and give employees written information about their job and pay.**

### Written information must include:

- Employer's name and contact information
- Employee's rate of pay, eligibility to earn overtime, pay basis (hour, shift, day, week, commission), and regular pay day
- Explanation of employer's tip policy
- Itemized statement of pay information on pay days

### Examples of pay requirements:

- Pay minimum wage
- Pay overtime
- Pay for rest breaks
- Pay amount promised
- Pay for work off the clock
- Pay tips
- Pay service charges (unless listed on receipt or menu as not payable to the employee(s) serving the customer)
- Reimburse employer expenses
- No misclassification of employees

## Commuter Benefits

Employers with 20 or more employees must offer employees, who work an average of ten hours or more per week, the ability to deduct transit or vanpool expenses from an employee's taxable wages up to the maximum level allowed by federal tax law. To meet this requirement, employers may instead provide a transit pass that is fully or partially subsidized. Employers must offer this benefit within 60 calendar days of the employee's start date.

## Contact OLS



### Employees

File a complaint with OLS or file a lawsuit in court

**206-256-5297**

[www.seattle.gov/laborstandards](http://www.seattle.gov/laborstandards)

### Employers

Obtain compliance assistance and/or receive training

810 THIRD AVE, SUITE 375  
SEATTLE, WA 98104

LABORSTANDARDS@SEATTLE.GOV

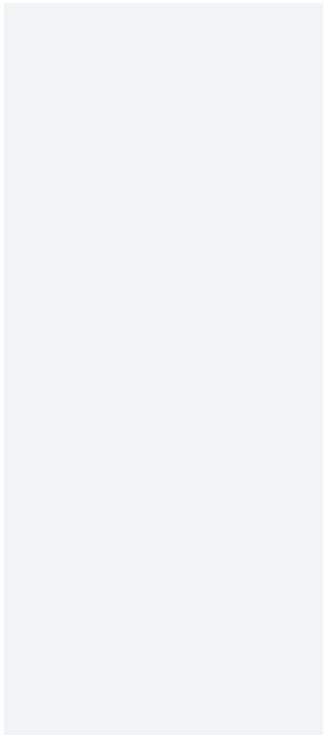
CITY OF SEATTLE

# LABOR STANDARDS WORKPLACE POSTER

2025

**ATTENTION: IMPORTANT INFORMATION ENCLOSED**

This 2025 City of Seattle Office of Labor Standards workplace poster must be displayed in a noticeable area at the workplace in English and the language(s) spoken by employees.



2025  
LABOR STANDARDS  
WORKPLACE POSTER  
ENCLOSED



810 Third Ave, Suite 375  
Seattle, WA 98104