

Seattle's Minimum Wage will increase on **January 1, 2016!**

LARGE EMPLOYERS (501+ employees)	
Does employer pay towards medical benefits?	
NO	YES
\$13.00/hour	\$12.50/hour

SMALL EMPLOYERS (500 or fewer employees)	
Does employer pay \$1.50/hour towards medical benefits and/or does employee earn \$1.50/hour in tips?	
NO	YES
\$12.00/hour	\$10.50/hour

Key Terms

EMPLOYEES 	Seattle's Minimum Wage Ordinance applies to employees working in Seattle, regardless of employees' immigration status or the location of the employer.	EMPLOYER SIZE 	To calculate employer size, count the employer's total number of individual employees, including employees working inside and outside of Seattle.
FRANCHISES 	A franchise business is a large employer if it is associated with a franchise or franchise network that employs more than 500 people inside and outside of Seattle.	MEDICAL BENEFITS 	For an employee's medical benefits to qualify toward the minimum wage, the plan must be the equivalent of a "silver" level or higher as defined in the federal Affordable Care Act.

Employers **must** provide paid sick and safe time. Do you?

SEATTLE'S PAID SICK AND SAFE TIME ORDINANCE

Under the **Paid Sick and Safe Time Ordinance (PSST)**, employers with workers in Seattle must provide their employees with paid leave to use when they need to take time off due to illness or to address a safety situation.

Employees can use their accrued PSST hours:




- To deal with their own illness, injury or health condition, or to take care of a family member.
- For reasons related to domestic violence, sexual assault, or stalking.
- When their place of business has been closed by order of a public official for health reasons.

The ordinance applies to all employers with more than four full-time equivalent employees. All employees are eligible for this benefit, including full time, part-time and temporary workers.

PSST Rates (Accrual/Use/Carry Over) by Employer Size

FULL TIME EQUIVALENTS (FTES)	4-49 employees	50-249 employees	250+ employees
ACCRAUAL OF PSST / HOURS WORKED	1 hour / 40 hours	1 hour / 40 hours	1 hour / 30 hours
USE OF AND CARRY OVER OF UNUSED PSST (PER CALENDAR YEAR)	40 hours	56 hours	72 hours

For more information

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OFFICE OF LABOR STANDARDS