

Minimum Wage Ordinance

Seattle's Minimum Wage Ordinance (MWO) sets minimum wages for employees working within city limits. The minimum wage will increase every year on January 1 and is adjusted based on the rate of inflation.

Minimum Wage: Effective on January 1, 2026 - December 31, 2026

ALL EMPLOYERS MUST PAY AT LEAST

\$21.30/hour

All employers must pay at least this minimum wage, regardless of the employer's size. Employers cannot make up any part of the minimum wage with payments toward an employee's medical benefits or with customer tips.

WHO IS COVERED?

Our ordinances cover employees working inside Seattle city limits, regardless of their immigration status or the location of the employer.

If your situation does not qualify for investigation by us, we will refer you to another agency for help.

RETALIATION

An employer cannot retaliate against an employee for:

- Asserting their rights under these laws.
- Filing a complaint with OLS.
- Telling others about their rights.

OUR SERVICES

- Investigations of complaints.
- Outreach to workers.
- Technical assistance for businesses.
- Resources and referrals.

Language interpretation, translations, and accommodations are available.

All services are free.



OFFICE OF LABOR STANDARDS

The mission of OLS 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.

MORE INFORMATION

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