

EMPLOYMENT LAW IN WASHINGTON

Employment law on the West Coast is complex. And Washington is just like its two neighbors to the south.

With its high minimum wage rates to paid leave laws and more, Washington employment law compliance is a challenge for employers.

LABOR LAW POSTERS

21 Number of state-level poster updates in 2024

9 Number of mandatory poster updates in 2024

13

Cities and counties with labor law poster requirements

3

The number of cities in Washington with their own minimum wage rate

MINIMUM WAGE

\$16.28

Washington's state minimum wage rate - the highest in the US

\$20.29

The minimum wage for Tukwila and Renton, the highest city-level rate in the US

PAID LEAVE

40

Employees accrue one hour of paid sick leave for every 40 hours worked in Washington

2

The number of cities in Washington with their own paid sick leave laws

820

The number of hours and employee must work during the qualifying period to be covered under PFML

PAY TRANSPARENCY

15

Salary ranges must be included in job posts for companies with 15 or more workers

3

Items to note: Washington employers must provide salary range or wage scale upon request to employees offered a new position, promotion or internal transfer

MEAL AND REST BREAKS

30

For shifts of five hours or longer, employees are entitled to a 30-minute meal break

10

Employees are entitled to 10 minutes of rest for every four hours worked

About GovDocs

GovDocs simplifies employment law compliance for multi-jurisdiction employers in the U.S. and Canada. The [GovDocs platform](#) integrates three solutions in one convenient place to help you master the employment laws impacting your business. Whether you manage a [labor law poster](#), [minimum wage](#) or [paid leave](#) program, our products cut through research time, provide proactive insights into the everchanging landscape of employment laws and reduce the risk of noncompliance.