



2025 NOTICE TO EMPLOYEES

TUKWILA LABOR STANDARDS

MINIMUM WAGE AND FAIR ACCESS TO ADDITIONAL WORK HOURS

EMPLOYEES IN TUKWILA, PLEASE READ!

Tukwila Municipal Code (TMC) Chapter 5.63 sets labor standards for affected employers, including:

- ▶ Minimum wages for certain workers employed in Tukwila
- ▶ Fair access to additional hours of work for certain part-time workers employed in Tukwila

THESE REQUIREMENTS APPLY TO:

AFFECTED EMPLOYERS	
Large	More than 500 employees worldwide, and certain franchisees, as defined in TMC Chapter 5.63
Mid-Size	At least 15 but no more than 500 employees worldwide, or annual gross Tukwila revenue over \$2 million

MINIMUM WAGE RATES:

Affected employers are required to pay employees (as defined in TMC Chapter 5.63) not less than the minimum wage of:

2025 MINIMUM WAGE RATES		
Affected Employers	Effective Dates	
	1/1/2025	7/1/2025
Large employer	\$21.10	\$21.10
Medium employer	\$20.10	\$21.10

By October 15 of each year, the City of Tukwila will post the wage rates for the upcoming year.

PLEASE NOTE:

Employers who have fewer than 15 workers worldwide and earn \$2 million or less in annual gross revenue in Tukwila - and are not associated with a franchisor or network of franchisees employing over 500 workers - are not affected by TMC 5.63, but may still be subject to State minimum wage and other laws.

FAIR ACCESS TO ADDITIONAL HOURS OF WORK

- ▶ Certain affected employers must offer additional hours of work to qualified part-time employees before hiring specified additional workers.
- ▶ The City's rules explaining fair access to additional hours of work are on the City's webpage: TukwilaWA.gov/MinimumWage.

HOW TO STAY INFORMED

- ▶ The Tukwila Labor Standards, including TMC 5.63, rules and procedures, and additional information is available at TukwilaWA.gov/MinimumWage.
- ▶ Businesses, organizations and individuals can sign up on the webpage to receive updates.
- ▶ Affected employers must provide this Notice to affected workers no later than **December 2, 2024**, and to new affected workers no later than their first day of work within the City of Tukwila.

EMPLOYERS NOT COMPLYING WITH LAW

can be reported at MinimumWage@TukwilaWA.gov and at TukwilaWA.gov/MinimumWage.

PENALTIES FOR NON-COMPLIANCE

Persons alleging a violation of TMC Chapter 5.63, including retaliatory conduct, may bring a civil action against the employer or other person violating the ordinance. Also, the City of Tukwila's Finance Director may deny, suspend or revoke any license for violations of this new law. Additional penalties may also apply.

RETALIATION IS PROHIBITED

No employer or any other person shall interfere with, restrain or deny the exercise of, or the attempt to exercise, any right protected under TMC Chapter 5.63; or take any adverse action against any person because the person has exercised in good faith the rights under TMC Chapter 5.63.

QUESTIONS?

Please email MinimumWage@TukwilaWA.gov, or check TukwilaWA.gov/MinimumWage.

– THIS NOTICE IS AN OVERVIEW OF THE LAW –
FOR DETAILS, SEE TMC CHAPTER 5.63 AND THE TUKWILA LABOR STANDARDS RULES

