

HB 1795 - DIGEST

Requires employers to determine the average tipped wage rate for each tipped employee for the previous calendar month. If the average tipped wage rate does not equal or exceed the adjusted minimum wage rate under RCW 49.46.020(4)(b) for any tipped employee, the employer shall pay the tipped employee an amount equal to the number of hours worked for the previous calendar month multiplied by the adjusted minimum wage rate under RCW 49.46.020(4)(b) less the average tipped wage rate for the tipped employee for the previous calendar month. Employers shall pay the tipped employee this amount at any time during the month subsequent to the month used for the calculation under this provision.

Requires employers to contribute monthly, an amount equal to fifty percent of the adjusted minimum tipped wage rate under RCW 49.46.020(4)(c) multiplied by the total number of hours worked during the previous calendar month by all tipped employees, for the provision of one or more of the following employee benefits: (1) Health care benefits for all employees;

(2) Wages in excess of the adjusted minimum wage rate for nontipped employees; or

(3) Employee meals, paid vacation leave, paid sick leave, and any other nonwage benefits deemed appropriate as provided in rule by the director.

Applies only to employers paying tipped employees the wage rate established in RCW 49.46.020(4)(c).