
SENATE BILL 5541

State of Washington

65th Legislature

2017 Regular Session

By Senator Baumgartner

Read first time 01/27/17. Referred to Committee on Commerce, Labor & Sports.

1 AN ACT Relating to teen wages; and amending RCW 49.46.020.

2 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

3 **Sec. 1.** RCW 49.46.020 and 2017 c 2 s 3 (Initiative Measure No.
4 1433) are each amended to read as follows:

5 (1)(a) Beginning January 1, 2017, and until January 1, 2018,
6 every employer shall pay to each of his or her employees who has
7 reached the age of eighteen years wages at a rate of not less than
8 eleven dollars per hour.

9 (b) Beginning January 1, 2018, and until January 1, 2019, every
10 employer shall pay to each of his or her employees who has reached
11 the age of eighteen years wages at a rate of not less than eleven
12 dollars and fifty cents per hour.

13 (c) Beginning January 1, 2019, and until January 1, 2020, every
14 employer shall pay to each of his or her employees who has reached
15 the age of eighteen years wages at a rate of not less than twelve
16 dollars per hour.

17 (d) Beginning January 1, 2020, and until January 1, 2021, every
18 employer shall pay to each of his or her employees who has reached
19 the age of eighteen years wages at a rate of not less than thirteen
20 dollars and fifty cents per hour.

1 (2)(a) Beginning on January 1, 2021, and each following January
2 1st as set forth under (b) of this subsection, every employer shall
3 pay to each of his or her employees who has reached the age of
4 eighteen years wages at a rate of not less than the amount
5 established under (b) of this subsection.

6 (b) On September 30, 2020, and on each following September 30th,
7 the department of labor and industries shall calculate an adjusted
8 minimum wage rate to maintain employee purchasing power by increasing
9 the current year's minimum wage rate by the rate of inflation. The
10 adjusted minimum wage rate shall be calculated to the nearest cent
11 using the consumer price index for urban wage earners and clerical
12 workers, CPI-W, or a successor index, for the twelve months prior to
13 each September 1st as calculated by the United States department of
14 labor. Each adjusted minimum wage rate calculated under this
15 subsection (2)(b) takes effect on the following January 1st.

16 (3) An employer must pay to its employees: (a) All tips and
17 gratuities; and (b) all service charges as defined under RCW
18 49.46.160 except those that, pursuant to RCW 49.46.160, are itemized
19 as not being payable to the employee or employees servicing the
20 customer. Tips and service charges paid to an employee are in
21 addition to, and may not count towards, the employee's hourly minimum
22 wage.

23 (4) Beginning January 1, 2018, every employer must provide to
24 each of its employees paid sick leave as provided in RCW 49.46.200
25 and 49.46.210.

26 (5) (~~The director shall by regulation establish the minimum wage~~
27 ~~for employees under the age of eighteen years.~~) Every employer shall
28 pay to each of its employees who have not reached their eighteenth
29 year of age a rate of pay per hour that is not less than eighty-five
30 percent of the hourly rate required by subsections (1) and (2) of
31 this section for employees eighteen years of age or older, except as
32 may be otherwise provided under this chapter.

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