

## History of Minimum Wage and Labor Standard Initiatives in WA State

City and Ballot Year	Min Wage	Restrictive Scheduling	Access to FT Hours	Retaliation Prohibition	Private Right of Action	Safety (panic button & staffing)	NOTES
SeaTac (2013)	X			X	X		First in WA (2013). Applied to hospitality and transportation at/around airport.
Seattle (2016)	X	X (retail & hospitality only)	X (retail & hospitality only)	X	X	X (hotel only)	\$15 min wage + COLA, paid sick leave, hotel workload limits & health subsidies
Bellingham (2023)	X			X	X		Voter initiative: \$2 above state min wage. Associations invested heavily and defeated the restrictive scheduling mandates.
Everett (2024)	X		X (same as Seattle)	X	X		Two competing initiatives that are similar except for tip-credit. The one with tip-credit failed.
Tukwila 2022	X			X	X		Initiative tied to SeaTac wage, phased in 2023. Passed with very high margin (82%).
Renton (Feb 2024)	X		X (same as Seattle)	X	X		Initiative set \$20.29/hr for large, phased for medium, CPI increases. Cannot be repealed without voter approval.
Burien (Feb 2025)	X		X (same as Seattle)	X	X		Initiative removed city council's allowance of tip/benefit credit and raised the minimum wage to \$21.16 for large employers.
Tacoma (Feb 2026)	X	X (all industries)	X (all industries)	X	X	X ( safe staffing for retail stores > 15,000 sq ft)	Min wage \$20 with phase-in for small/medium employers; <b>other mandates cover all industries &amp; exempts</b> registered contractors. Council is forming a Labor Standard Task Force instead; Court ordered to place on Feb 2026 ballot.
Olympia Nov 2025	X	X (all industries)	X (all industries)	X	X	X ( same as Tacoma)	Same mandates as Tacoma. Council placed the Initiative on the Nov ballot - Prop. 1
Lynnwood (launched Aug 2025)	X						<a href="#">Fair Pay Lynnwood announced pushing to raise the city's minimum to \$20.24 over three years, starting July 2027; No known details on other mandates.</a>

Seattle/King

North of King County

South of King County