
HOUSE BILL 2065

State of Washington

65th Legislature

2017 Regular Session

By Representative Condotta

Read first time 02/09/17. Referred to Committee on Labor & Workplace Standards.

1 AN ACT Relating to regionalization of the minimum wage; and
2 amending RCW 49.46.020.

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

4 **Sec. 1.** RCW 49.46.020 and 2017 c 2 s 3 (Initiative Measure No.
5 1433) are each amended to read as follows:

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

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

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

18 ~~(d) Beginning January 1, 2020, and until January 1, 2021, every~~
19 ~~employer shall pay to each of his or her employees who has reached~~
20 ~~the age of eighteen years wages at a rate of not less than thirteen~~
21 ~~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.)~~ For purposes of this
6 section:

7 (a) "Urban area" means the following cities: SeaTac, Seattle, and
8 Tacoma.

9 (b) "Nonurban area" means the following counties: Clallam,
10 Jefferson, Grays Harbor, Pacific, Wahkiakum, Skamania, Klickitat,
11 Kittitas, Chelan, Mason, Okanogan, Douglas, Grant, Columbia,
12 Garfield, Asotin, Whitman, Adams, Lincoln, Ferry, Stevens, Whatcom,
13 Kitsap, Island, San Juan, Skagit, Lewis, Cowlitz, Clark, Yakima,
14 Benton, Franklin, Walla Walla, and Pend Oreille.

15 (c) "Standard area" means the following counties: Snohomish,
16 Thurston, and Spokane; and the areas in King county outside of the
17 city of Seattle and the city of SeaTac, and the areas in Pierce
18 county outside of the city of Tacoma.

19 (2) Beginning on the effective date of this section, and until
20 January 1, 2018, every employer in a standard area shall pay to each
21 of his or her employees who has reached the age of eighteen years
22 wages at a rate of not less than eleven dollars and fifty cents per
23 hour. In the same time period, every employer in a nonurban area
24 shall pay to each of his or her employees who has reached the age of
25 eighteen years wages at a rate of not less than ten dollars per hour.
26 In the same time period, every employer in an urban area shall pay to
27 each of his or her employees wages at a rate pursuant to all
28 charters, ordinances, regulations, rules, and/or resolutions
29 regulating payment of wages adopted by the respective city before the
30 effective date of this section.

31 (3)(a) Beginning January 1, 2018, and each following January 1st
32 as set forth under (b) of this subsection, every employer shall pay
33 to each of his or her employees who has reached the age of eighteen
34 years wages at a rate of not less than the amount established under
35 (b) of this subsection.

36 (b) On September 30, ((2020)) 2017, and on each following
37 September 30th, the department of labor and industries shall
38 calculate an adjusted minimum wage rate to maintain employee
39 purchasing power by increasing the current year's minimum wage rate
40 by the rate of inflation. The adjusted minimum wage rate shall be

1 calculated to the nearest cent using the consumer price index for all
2 urban (~~wage earners and clerical workers, CPI-W~~) consumers, CPI-U,
3 or a successor index, for the twelve months prior to each September
4 1st as calculated by the United States department of labor. Each
5 adjusted minimum wage rate calculated under this subsection (~~(+2)~~)
6 (3)(b) takes effect on the following January 1st.

7 (~~(+3)~~) (4) An employer must pay to its employees: (a) All tips
8 and gratuities; and (b) all service charges as defined under RCW
9 49.46.160 except those that, pursuant to RCW 49.46.160, are itemized
10 as not being payable to the employee or employees servicing the
11 customer. Tips and service charges paid to an employee are in
12 addition to, and may not count towards, the employee's hourly minimum
13 wage.

14 (~~(+4)~~) (5) Beginning January 1, 2018, every employer must
15 provide to each of its employees paid sick leave as provided in RCW
16 49.46.200 and 49.46.210.

17 (~~(+5)~~) (6) The state of Washington hereby occupies and preempts
18 the entire field regarding payment of wages. A city, town, county, or
19 port district may not require, enforce, or otherwise regulate payment
20 of wages. Any such provisions or terms shall not be adopted or agreed
21 to and are preempted and unenforceable. The state preemption created
22 in this section applies to all charters, ordinances, regulations,
23 rules, and resolutions regulating payment of wages adopted by a city,
24 town, county, or port district after the effective date of this
25 section.

26 (7) The director shall by regulation establish the minimum wage
27 for employees under the age of eighteen years.

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