



LEGAL UPDATE

Washington Announces \$13.69 Minimum Wage Rate for 2021

Washington state has announced a **\$13.69** minimum wage rate for 2021. Washington's minimum wage rate is adjusted annually to reflect changes in the cost of living. The new rate becomes effective **Jan. 1, 2021**.

However, employers should be mindful of local laws, ordinances and any rule or regulation that may increase an employee's minimum wage rate.

Tipped Employees

Although federal law allows for a lower minimum wage rate for tipped employees under certain conditions, Washington does **not** consider gratuities as part of an employee's wages. Therefore, under state law, employers must ensure that their tipped employees receive the applicable minimum wage rate.

Youth Employment

State law allows employers to pay workers who are 14 or 15 years of age 85% of the state minimum wage rate. For 2021, the youth employment rate will be **\$11.64** per hour.

Required Poster

Washington employers must display a minimum wage poster to notify their employees of their rights under state law. The Washington Department of Labor and Industry has published an updated minimum wage [model poster](#) employers can use to satisfy the poster requirement for 2021.

Next Steps for Employers

Washington employers should review and adjust their payroll systems to make sure nonexempt employees receive wages that are at least equal to the state's minimum wage rate.

Washington Minimum Wage

Jan. 1 to Dec. 31, 2020

- \$13.50
- \$11.48 (youth employees)

Jan. 1 to Dec. 31, 2021

- \$13.69
- \$11.64 (youth employees)

*Washington's
minimum wage rate
is adjusted annually
to reflect changes in
the cost of living.*

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