



CITY OF BURIEN MINIMUM WAGE NOTICE TO EMPLOYEES

**THIS POSTER MUST BE DISPLAYED IN THE
WORKPLACE WHERE EMPLOYEES MAY EASILY
ACCESS IN ENGLISH AND THE LANGUAGE
SPOKEN BY EMPLOYEES.**

LEVEL 1 EMPLOYER

Level 1 employer means all employers, including franchisees, that employ 500 or more Full Time Equivalents (FTEs) in King County or franchisors who employ 500 or more FTEs in the aggregate.

\$4.50

Effective **January 1, 2025** at 12:01 a.m., Level 1 employers shall pay each employee an hourly minimum wage of at least \$4.50 over the **Washington State hourly minimum wage**.

LEVEL 2 EMPLOYER

Level 2 employer means all employers including franchisees, that employ 21 – 499 FTEs in King County.

\$3.50

Effective **July 1, 2025** at 12:01 a.m., Level 2 employers shall pay each employee an hourly minimum wage of at least \$3.50 over the **Washington State hourly minimum wage**.

LEVEL 3 EMPLOYER

Level 3 employer means all employers with 20 or fewer FTEs

**NO
CHANGE**

Employers with 20 or fewer FTEs are exempt from this ordinance.

RETALIATION IS PROHIBITED

This ordinance covers all employees working inside Burien city limits. Employers must comply with these laws. The ordinance prohibits retaliation against employees exercising their rights under the ordinance.

EMPLOYERS NOT COMPLYING WITH THE LAW

An employer's failure to comply with any requirement under this ordinance is a violation subject to enforcement under BMC 5.15.240. Employees can file complaints with the Department of Labor and Industries or pursue private actions through the legal system.

FILING PRIVATE ACTION FOR NOT COMPLYING WITH THE LAW

Before filing any private action for violations of this ordinance, an employee or their representative must give the employer written notice that the employer has not paid the Burien minimum wage no later than forty-five (45) calendar days before filing. This period is for the employer to investigate and cure, in full, any actual or agreed Burien minimum wage violation or wage theft.

QUESTIONS

Please email any questions on this ordinance to:
MinimumWage@burienwa.gov

Stay informed on the Burien Minimum Wage Ordinance at burienwa.gov/minimumwage