



# 2026 NOTICE TO EMPLOYEES

## TUKWILA LABOR STANDARDS

### MINIMUM WAGE AND FAIR ACCESS TO ADDITIONAL WORK HOURS

**Tukwila Municipal Code (TMC) 5.63 - Labor Standards for Certain Employees** sets labor standards for employers who:

- Have **at least 15 employees worldwide**, if at least one employee has worked in Tukwila, even temporarily, **OR**
- Have **over \$2 million annual gross revenue** generated within the Tukwila city limits, **OR**
- Are **franchisees associated with a franchisor or a network of franchises** with franchisees that employ more than 500 employees in aggregate worldwide.

The employers listed above are **Covered Employers**. For employers who are new to the City, or whose size or revenues changed since last year, see the [Administrative Rule to Tukwila Labor Standards](#) (which contains FAQs & examples).

#### COVERED EMPLOYERS **MUST**:

- Pay minimum wage of at least \$21.65 per hour beginning January 1, 2026 (this can include commissions but not tips or gratuities); **AND**
- Offer **fair access to additional hours of work** to qualified part-time employees before hiring specified additional workers; **AND**
- Annually **certify compliance to TMC 5.63** by **January 31** each year; **certification instructions** are located on the City's website: [www.TukwilaWa.gov/MinimumWage](http://www.TukwilaWa.gov/MinimumWage); **AND**
- Provide covered employees **with a copy of this Notice to Employees flyer**. Download from the City website, [www.TukwilaWa.gov/MinimumWage](http://www.TukwilaWa.gov/MinimumWage) and display in common area at all Tukwila locations.
- For details, see **TMC 5.63** and the Tukwila Labor Standards listed on the City's website, [www.TukwilaWa.gov/MinimumWage](http://www.TukwilaWa.gov/MinimumWage).

**EMPLOYERS NOT COMPLYING WITH LAW** can be reported using the **Complaint Form** on the City's website, [www.TukwilaWa.gov/MinimumWage](http://www.TukwilaWa.gov/MinimumWage) or by email to [MinimumWage@TukwilaWA.gov](mailto:MinimumWage@TukwilaWA.gov).

**PENALTIES FOR NON-COMPLIANCE:** Persons alleging a violation of TMC 5.63, including retaliatory conduct, may bring a civil action against the employer or other person violating the law. The City of Tukwila's Finance Director may deny, suspend or revoke any license for violations of this law. Additional penalties may also apply.

**RETALIATION IS PROHIBITED:** No employer or any other person shall interfere with, restrain or deny the exercise of – or the attempt to exercise – any right protected under the law; or take any adverse action against any person because the person has exercised in good faith the rights under this law.

#### QUESTIONS WELCOME

**Website:** [www.TukwilaWa.gov/MinimumWage](http://www.TukwilaWa.gov/MinimumWage)

**Email:** [MinimumWage@TukwilaWA.gov](mailto:MinimumWage@TukwilaWA.gov)

**Call:** 206-552-6873



– THIS NOTICE IS AN OVERVIEW OF THE LAW –  
FOR DETAILS, SEE TMC CHAPTER 5.63 AND THE TUKWILA LABOR STANDARDS ADMINISTRATIVE RULE