



Minimum Wage

Overview

Washington state is home to the highest minimum wages in the world, because we all live in this reality every day.

Some legislators in Washington have proposed increasing the statewide minimum wage even higher.

[House Bill 1181](#) does just that. Starting Jan. 1, 2026, the bill proposes to raise the minimum wage to \$25 per hour over a period of five years. It also changes the enforcement provisions of our minimum wage law and allows the Department of Labor & Industries to issue a “stop work order” to any business to stop work at all sites.

Washington’s paid sick and safe leave already requires that employees accrue paid sick leave at a rate of one hour for every 40 hours worked. HB 1181 adds a requirement that employees begin accruing paid vacation leave at a rate of 2.3 hours for every 40 hours worked.

And finally, the bill also requires five days of paid bereavement leave for the death of a family member, and family member is defined as: “child, grandchild, grandparent, parent, sibling or spouse of an employee and also includes any individual who regularly resides in the employee’s home or where the relationship creates an expectation that the employee care for the person.”

We will be working with a broad coalition to oppose this bill.

Talking points

- Washington state is already home to the highest minimum wages in the world
- Increasing the minimum wage increases food prices in Washington – where menu prices are 12% higher than the national average

- Adults rely on the hospitality industry for food – consuming food prepared by restaurants 6.3 times per week on average
- The hospitality industry is barely able to cover costs – the average restaurant only makes 1.5% above costs
- The salary threshold is tied to the minimum wage, meaning if the minimum wage is increased, salaried workers who make less than \$130,000 would be converted to hourly employees and lose schedule flexibility that makes management and leadership positions desirable
- Minimum wage impacts affordability for everyone

PRESENTED BY



GOLD SPONSOR



SILVER SPONSOR



EVENT SPONSORS

