

# EMPLOYMENT STANDARDS ORDINANCE

The City of SeaTac has created this webpage to inform citizens, businesses and workers covered under the new ordinance, Setting Minimum Employment Standards for Hospitality and Transportation Industry Employers, which went into effect January 1, 2014.

News Alert Update: [City of SeaTac 2025 Minimum Wage Adjustments](#).

## Background

On August 20, 2015, Washington State Supreme Court issued decision on SeaTac Minimum Employment Standards Ordinance. The Washington State Supreme Court ruled that the SeaTac Ordinance establishing minimum wage requirements and other employment standards can be enforced at the Seattle-Tacoma International Airport.

For more information about this decision and to access the Supreme Court ruling please see [Filo Foods, LLC, et al. vs. The City of SeaTac, et al.](#)

Click on the link: <http://www.courts.wa.gov/opinions/pdf/897239.pdf>

The content on this webpage includes such general information as the following: frequently asked questions, the full text of the ordinance, relevant press releases, a list of codes from the North American Industry Classification System (NAICS), and a sample claim form. For those that are interested in filing a specific claim with the city, please complete and return the claim form along with any additional documentation being requested to the City Clerk's Office located on the first floor of City Hall at the following address: 4800 South 188th Street, SeaTac WA 98188-8605.

## Complete text of ordinance

See December 31 press release and court ruling information below for latest legal ruling and implications.

## [Prop 1 - Ordinance Hospitality-Transportation Employers 2013](#)

## Court Rulings

[Court Ruling December 27, 2013](#)

## Press Releases

[October 13, 2017](#)

[August 20, 2015](#)

[December 31, 2013](#)

[December 6, 2013](#)

[November 6, 2013](#)

North American Industry Classification System (NAICS) Codes

[NAICS Codes](#)

Claim Form

[Employment Standards Claim Form](#)

Correspondence

[Employment Standards Ordinance Audit Checklist](#)

[Port of Seattle Request](#)

[City Manager Minimum Wage Bulletin for 2015](#)

[City Manager Minimum Wage Bulletin for 2016](#)

[City Manager Minimum Wage Bulletin for 2017 REV](#)