

**FAIR AND UNIFORM MINIMUM WAGE INITIATIVE**

**COMPLETE TEXT**

AN ACT Relating to Washington state's minimum wage; amending RCW 49.46.120; adding a new chapter to Title 49 RCW; and creating new sections.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF WASHINGTON.

NEW SECTION. **Sec. 1.**

In 1998, the people approved a citizens' initiative that increased the state's minimum wage. For decades, Washington's minimum wage rate has been uniform and consistent throughout the state. This uniformity and consistency has guaranteed that all employees in Washington were treated fairly and equally. This measure preserves a uniform minimum wage rate for all Washington employees of private employers and ensures that rate will be set by the state and remain fair and consistent for all employees.

NEW SECTION. **Sec. 2.**

(1) The minimum standard for wages in Washington must be set by the state and must be uniform and consistent for all employees employed by private employers within the boundaries of the state. To preserve a uniform and consistent minimum standard for wages, the state of Washington has exclusive authority to establish the minimum wage standard for all employees in the state and hereby occupies the entire field of regulation of minimum standards for wages for employment by private employers within the boundaries of the state. A city,

town, county, port district, or other municipal corporation, political subdivision or taxing district of the state of Washington may not establish, require, enforce, or otherwise regulate by means of charter, ordinance, regulation, rule, resolution, permit, license, or contract including purchase agreement, lease, sublease, or subcontract a minimum standard of wages for employment by private employers. Any such provisions or terms shall not be adopted or agreed to and are void and unenforceable, whether adopted or agreed to before or after the effective date of this section.

(2) Nothing in this section shall prohibit any public or private employer from paying wages at a rate higher than the state minimum wage rate or agreeing to pay a higher wage rate in collective bargaining. This section also does not affect any rights or obligations under state or federal requirements applicable to government contracts and does not prohibit project labor agreements authorized by federal or state law.

(3) This section does not impair any provision of a collective bargaining agreement in effect on the effective date of this section.

(4) The exclusive nature of the state's authority created in this section shall be broadly construed.

**Sec. 3.** RCW 49.46.120 and 1961 ex.s. c 18 s 4 are each amended to read as follows:

This chapter establishes a minimum standard for wages and working conditions of all employees in this state, unless exempted herefrom(~~(7)~~). This chapter ((and-)) is in addition to and supplementary to any other state or federal law or rule or regulation issued thereunder regarding a minimum standard for

wages, and any such laws, rules, or regulations shall not be affected by this chapter.((7)) With respect to working conditions other than a minimum standard for wages, this chapter is in addition to and supplementary to any other federal, state, or local law or ordinance, or any rule or regulation issued thereunder. Any standards relating to ((wages,))hours((7)) or other working conditions established by any applicable federal, state, or local law or ordinance, or any rule or regulation issued thereunder, which are more favorable to employees than the minimum standards applicable under this chapter, or any rule or regulation issued hereunder, shall not be affected by this chapter and such other laws, or rules or regulations, shall be in full force and effect and may be enforced as provided by law.

NEW SECTION. **Sec. 4.** Section 2 of this act constitutes a new chapter in Title 49 RCW.

NEW SECTION. **Sec. 5.** If any provision of this act or its application to any person or circumstance is held invalid, the remainder of the act or the application of the provision to other persons or circumstances is not affected.

NEW SECTION. **Sec. 6.** This act shall be known and cited as the "Fair and Uniform Minimum Wage Act."

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