

Initiative Measure No. 676

filed August 11, 2014

FAIR AND UNIFORM MINIMUM WAGE INITIATIVE

COMPLETE TEXT

AN ACT Relating to wages; amending RCW 49.46.120; adding a new section to chapter 49.46 RCW; and creating new sections.

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

INTENT

NEW SECTION. **Sec. 1.** For over 20 years, the minimum wage rate has been uniform and consistent among all employees of businesses, non-profits, and other entities throughout the state. This uniformity and consistency has guaranteed that all employees in Washington were treated equally. This measure ensures that the minimum wage rate is uniform and consistent for all employees.

NEW SECTION. **Sec. 2.** A new section is added to chapter 49.46 RCW to read as follows:

The minimum wage rate must be uniform and consistent for all employees who are employed by businesses, non-profits, and other entities throughout the state that are subject to chapter 49.46 RCW.

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

(a) This chapter establishes a minimum standard for wages, subject to subsection (b), and working conditions of all employees in this state, unless exempted herefrom, and is in addition to and supplementary of any other state, or local law or ordinance, or any rule or regulation issued thereunder. Any standards relating to wages, except the minimum wage rate which must be uniform and consistent as required by subsection (b), hours, 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.

(b) On the effective date of this act, the minimum wage rate must be uniform and consistent for all employees who are employed by businesses, non-profits, and other entities

throughout the state subject to chapter 49.46 RCW and any conflicting local minimum wage requirements are prohibited.

CONSTRUCTION CLAUSE

NEW SECTION. **Sec. 4.** The provisions of this act are to be liberally construed to effectuate the intent, policies, and purposes of this act.

SEVERABILITY CLAUSE

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.

MISCELLANEOUS

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

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