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New Minimum Wage Laws in Washington State Effective January 1

Multiple new laws took effect in Washington at the beginning of the year, including several that increased the minimum wage in various locations across the state. Further details can be found [here](#). With the start of the new year, employers should check to ensure that all nonexempt employees earn at least the minimum wage. This is particularly true for Washington employers with employees in multiple cities, given that the minimum wage in any given location may vary. This is also a good time to review overtime policies to ensure that employees are accurately characterized as exempt or nonexempt and are paid accordingly. Finally, Washington employers should review workers' noncompete agreements to ensure that workers who are subject to such agreements meet the relevant salary thresholds.

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