FOR COUNSELORS AND TEACHERS

Book a free 30-minute "First Shift" workshop

A student-led talk for grades 9–12. Students leave knowing what they're owed and where to get help.

- Minimum wage, hours and breaks for teens
- Paid training, trial shifts and tips
- Reading a paycheck and filing for a refund
- Starting a Roth IRA with a first job
- Free and low-cost youth transit

No cost. No sales pitch.

Every fact links to an official government source. Book at paidseat.org or email us to pick a date.

GET IN TOUCH

Scan for the website

paidseat.org

Email: paidseatorg@gmail.com
Founded by: Desi Balafas, Kent Denver School, Class of 2028

Paid Seat is a youth-led community initiative. General information, not legal or tax advice. Wage rates change, usually each January 1; check yours at paidseat.org. Sources: U.S. Department of Labor, OSHA, IRS, and state and city labor offices.

Paid Seat

Get to work. Get paid right.

Your rights from your first shift, for workers aged 14 to 25.

FEDERAL MINIMUM WAGE

$7.25

30 states and D.C. pay more. Some cities pay over $20. Know your number.

1 · KNOW YOUR RIGHTS

Six rules for your first job

Clock in = get paid.
Required training, meetings and closing up count as work time.

No free trial shifts.
You can't “volunteer” at a business. Trial work is paid work.

Short breaks are paid.
If you get a break of 20 minutes or less, it’s paid. Federal law doesn’t require breaks; some states do.

Your tips are yours.
Bosses and managers can't keep any part of them. Tip pools with coworkers are allowed.

14 or 15? School first.
Up to 3 hours on a school day and 18 in a school week.

Unsafe? Speak up.
You can report a hazard. It's illegal to punish you for it.

2 · KNOW YOUR NUMBER

Your state and city set your pay

Most workers are owed whichever minimum is highest: federal, state or city. Crossing a city line can be a raise.

CITY	CITY	STATE
Seattle Washington	$21.30	$17.13
Minneapolis Minnesota	$16.37	$11.41
Denver Colorado	$19.29	$15.16
San Francisco California	$19.61	$16.90

Hourly minimums in 2026. Most rise every year.

FIND YOUR NUMBER IN 10 SECONDS

paidseat.org

Pick your state to see its wage, city rates, free youth transit and the labor office to call.

3 · TAKE ACTION

Take the 3-minute survey
Anonymous.
paidseat.org/#survey

Before you say yes, ask:

1. What's my hourly rate?
2. Is training paid?
3. How many hours, and when?
4. How do tips work here?
5. When is payday?

Got a paycheck at 14?
You can open a Roth IRA with a parent, and you may get withheld income tax back by filing a return.

Something wrong at work?

U.S. Dept. of Labor, pay and hours
1-866-487-9243 · free, confidential

OSHA, safety
1-800-321-6742

Your state labor office: paidseat.org