

Office of Labor Standards (OLS)

2021 Business Outreach and Education Fund



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Presentation Flow

- **Introductions**
 - Name
 - Organizations
 - One thing you hope to learn from this presentation
- **Brief history about Seattle Office of Labor Standards**
- **Business Outreach and Education Fund (BOEF)**
 - Purpose
 - Funding
 - Expectations
 - The Request for Proposal (RFP)
 - Reporting Requirements
 - Evaluation Criteria
 - Challenges
 - Lesson learned



Seattle Office of Labor Standards

Context



City passes first labor law in 2012

Creation



Mandated to implement and enforce the City's labor standards.

Mission



Workplace Equity

Advancing Workplace Equity

Advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.

2012	PSST - Paid Sick and Safe Time Ordinance
2013	FCE - Fair Chance Employment Ordinance
2014	Mayor convened Income Inequality Advisory Committee to craft minimum wage policies
	Mayor and City Council convened Labor Standards Advisory Group to address wage theft and to suggest ways to strengthen labor standards implementation
	City Council passed legislation creating Office of Labor Standards as a new division within the Seattle Office for Civil Rights
April 1, 2015	OLS birthday MW & WT - Minimum Wage and Wage Theft Ordinances

Seattle Labor Standards

1. PAID SICK AND SAFE TIME (2012)
2. FAIR CHANCE EMPLOYMENT (2013)
3. MINIMUM WAGE (2015)
4. WAGE THEFT (2015)
5. SECURE SCHEDULING (2017)
6. DOMESTIC WORKERS (2018)
7. COMMUTER BENEFITS (2019)
8. HOTEL EMPLOYEES SAFETY PROTECTIONS (2019)
9. PROTECTING HOTEL EMPLOYEES FROM INJURY (2019)
10. IMPROVING ACCESS TO MEDICAL CARE FOR HOTEL EMPLOYEES (2019)
11. HOTEL EMPLOYEES JOB RETENTION (2019)
12. TNC DRIVER DEACTIVATION RIGHTS (2020)
13. TNC MINIMUM COMPENSATION (2020)
14. GIG WORKERS PAID SICK AND SAFE TIME (2020)
15. GIG WORKERS PREMIUM PAY (2020)

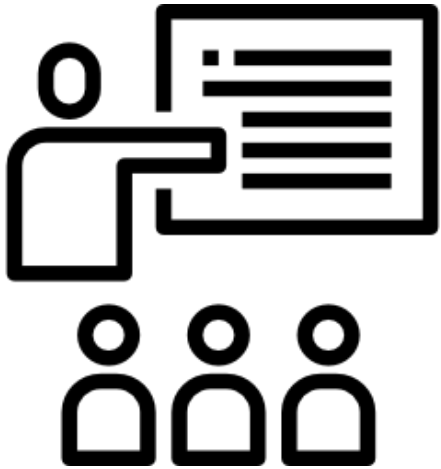


OLS Major Activities

- Labor Standards investigations;
- Outreach and education to workers and businesses;
- Compliance assistance for businesses; and
- Policy development



Business Outreach and Education Fund (BOEF)



- Facilitates assistance to small businesses to increase awareness and compliance with Seattle’s labor standards.
- The fund emphasizes outreach to businesses **owned by low-income and historically disenfranchised communities**, who typically are not served by traditional outreach methods.

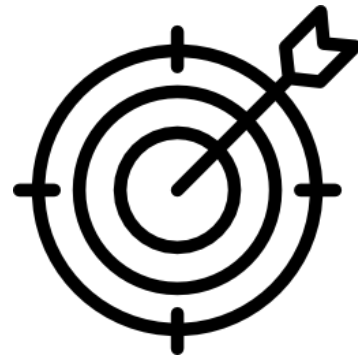
Business Outreach and Education Fund (BOEF)

- Funding cycle is for a 24-month contract period.
- Total funds available for 2021 are anticipated to be \$550,000. The same amount will be proposed for 2022.
- Available funding is contingent upon sufficient appropriation by City Council in 2021 and 2022 Adopted Budgets.

Business Outreach and Education Fund (BOEF)

Expectations:

- Assist small businesses
- Create **connections and partnerships** with the business community
- Build **trust** and **learn** how we can best **serve and interact** with the community



Business Outreach and Education Fund (BOEF)

The RFP process:

- Developed and informed with input from the community, including small business organizations led by people of color.

Why?

- To be inclusive of all organizations (for example, accepting oral submissions instead of only written applications).

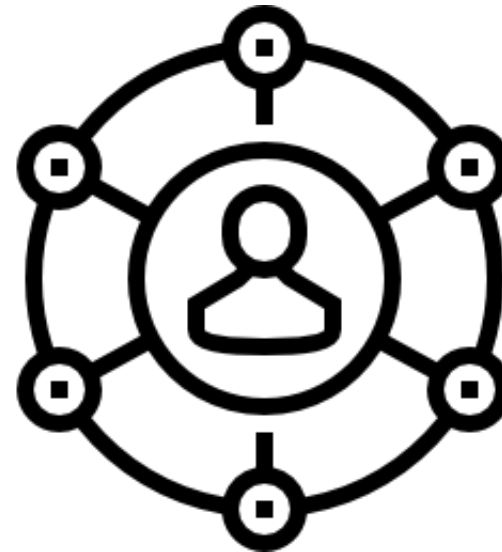
Business Outreach and Education Fund (BOEF)

Typical Outreach Fund?

OLS does not simply outsource the outreach, rather our office is an anchor and source of support for the organizations.

How?

- Increase knowledge
- Increase capacity
- Increase collaboration



Business Outreach and Education Fund (BOEF)

Reporting Requirements



- Verification
- Quantitative
- Qualitative

Business Outreach and Education Fund (BOEF)

Evaluation Criteria



- Clear strategy.
- Creativity and Innovation.
- Understanding business needs.
- Tracking business communities and/or industries.

Business Outreach and Education Fund (BOEF)

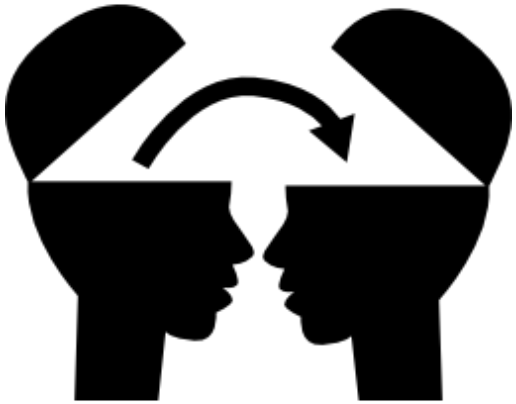
Challenges



- Employer time constraints
- Misinformation about the Office of Labor Standards (e.g. OLS is looking for violations, rather than providing any assistance to support businesses with compliance)
- Lack of trust in city government – employer unlikely to share information
- National political climate (e.g. immigration refund)
- Employers relying solely on outsourced HR and professional services for Labor Standards guidance.
- COVID

Business Outreach and Education Fund (BOEF)

Lessons Learned

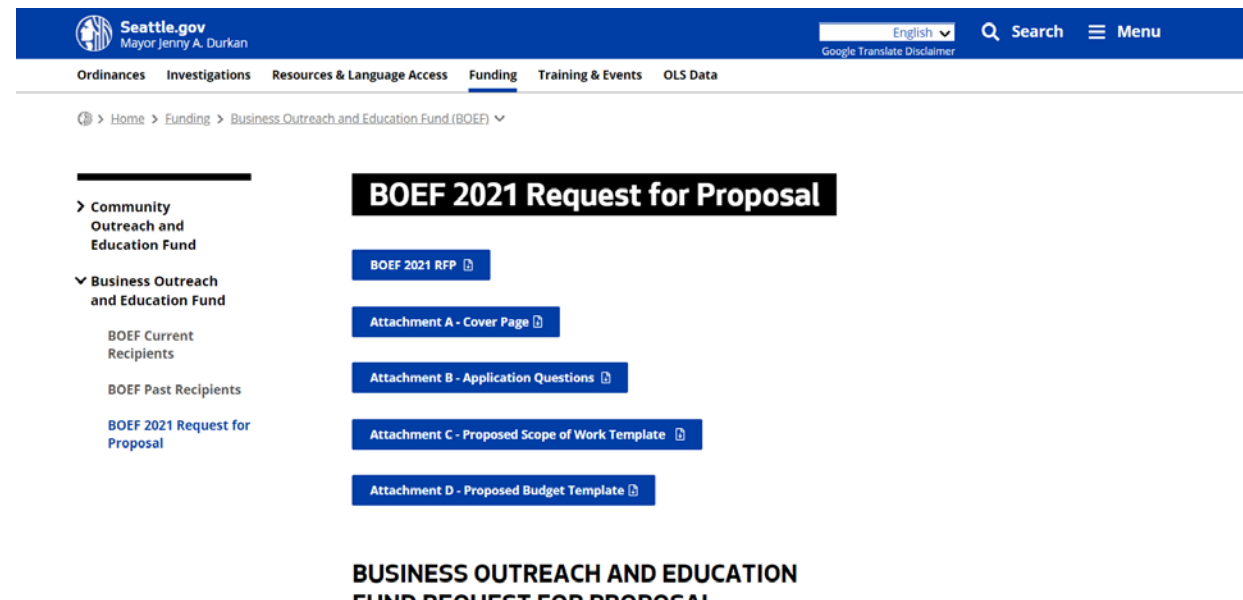


- Sources of information can vary by communities
- Door-to-door canvassing with multiple touches is the most successful way to engage with small business owners
- Employers are more engaged when Labor Standards information is leveraged with other relevant business information
- Employers want access to information in various languages
- Templates and examples of reporting documents are more helpful than words.

For more information...

Visit the Office of Labor Standards business fund webpage at:

<http://www.seattle.gov/laborstandards/funding/business-outreach-and-education-fund/boef-2021-request-for-proposal>



The screenshot displays the Seattle.gov website interface. At the top, the header includes the Seattle.gov logo, Mayor Jenny A. Durkan's name, a language dropdown menu set to English, a search bar, and a menu icon. Below the header is a navigation bar with links for Ordinances, Investigations, Resources & Language Access, Funding (highlighted), Training & Events, and OLS Data. The breadcrumb trail shows: Home > Funding > Business Outreach and Education Fund (BOEF). The main content area features a sidebar on the left with a tree view: Community Outreach and Education Fund (expanded), Business Outreach and Education Fund (expanded), BOEF Current Recipients, BOEF Past Recipients, and BOEF 2021 Request for Proposal (selected). The main content area has a large black header for 'BOEF 2021 Request for Proposal' and five blue buttons with external link icons: 'BOEF 2021 RFP', 'Attachment A - Cover Page', 'Attachment B - Application Questions', 'Attachment C - Proposed Scope of Work Template', and 'Attachment D - Proposed Budget Template'. At the bottom of the content area, the text 'BUSINESS OUTREACH AND EDUCATION FUND REQUEST FOR PROPOSAL' is visible.

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