

# Seattle Office of Labor Standards (OLS) Overview

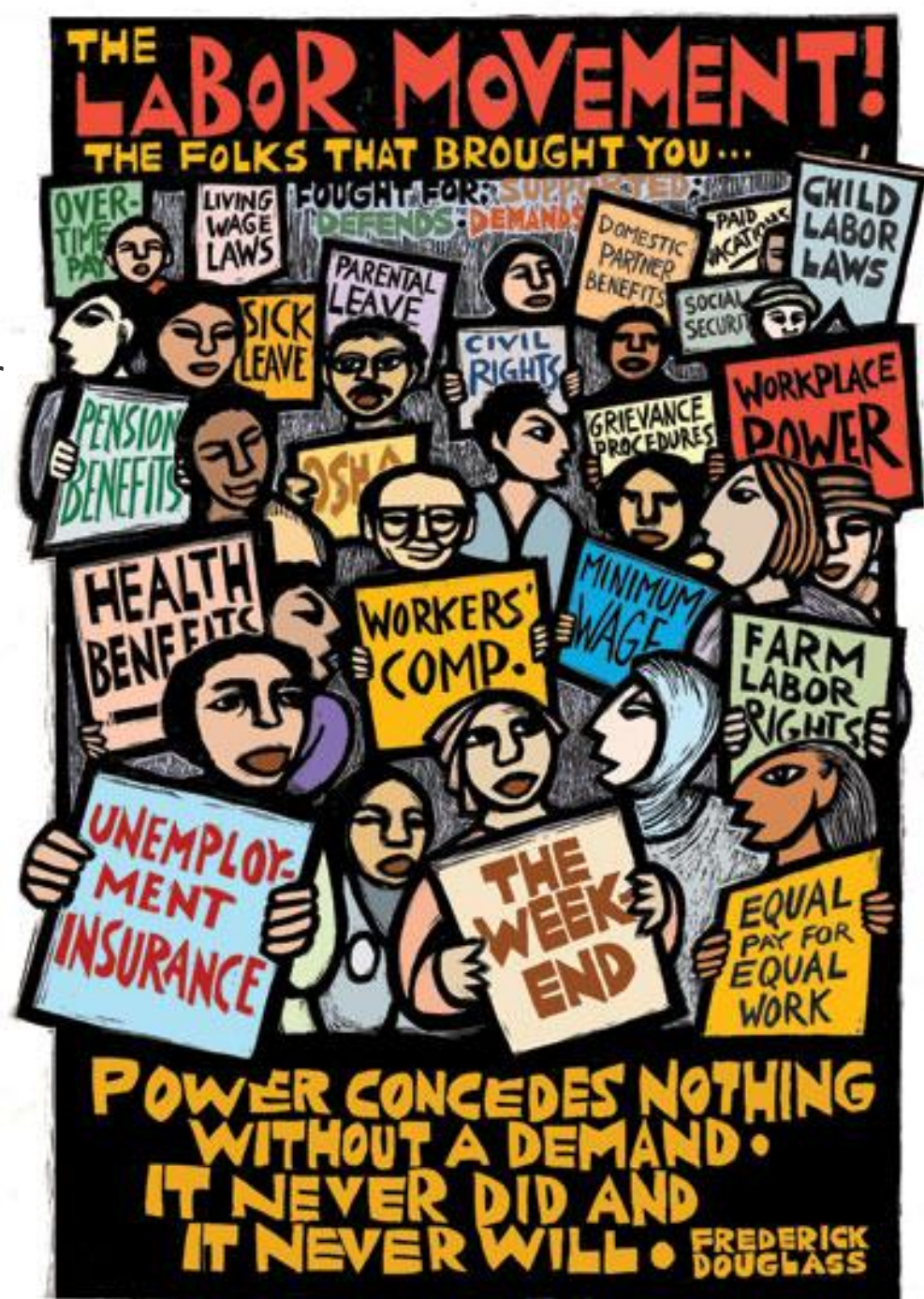
3/23/2022

Office of Labor Standards



City of Seattle

The labor movement has a long history of advocating for laws that protect workers' rights, improve worker safety, prevent child labor and increase workers' bargaining power.



Artwork by Ricardo Levins-Morales

- Clayton Act (1914)
- National Labor Relations Act (1935)
- Fair Labor Standards Act (1938)
- Equal Pay Act of (1963)
- Civil Rights Act (1964)
- Age Discrimination in Employment act of (1967)

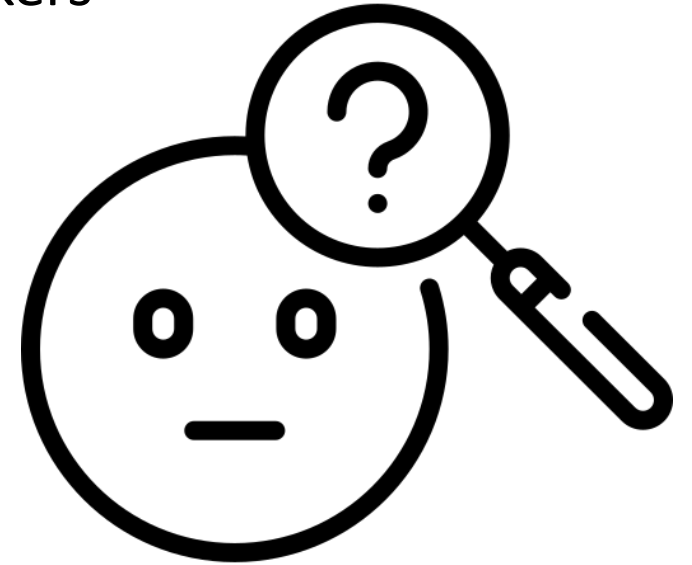
# Why Labor Laws?

Govern the rights and duties between employers and workers

- Protect employees' rights; and
- Establish employers' obligations and responsibilities

End-goal

- Enhance equity;
- Address wage gaps; and
- Create a fair and healthy economy for workers, businesses, and residents



# Seattle Office of Labor Standards

## Context



City passed first labor law; went into effect in 2012

## Creation



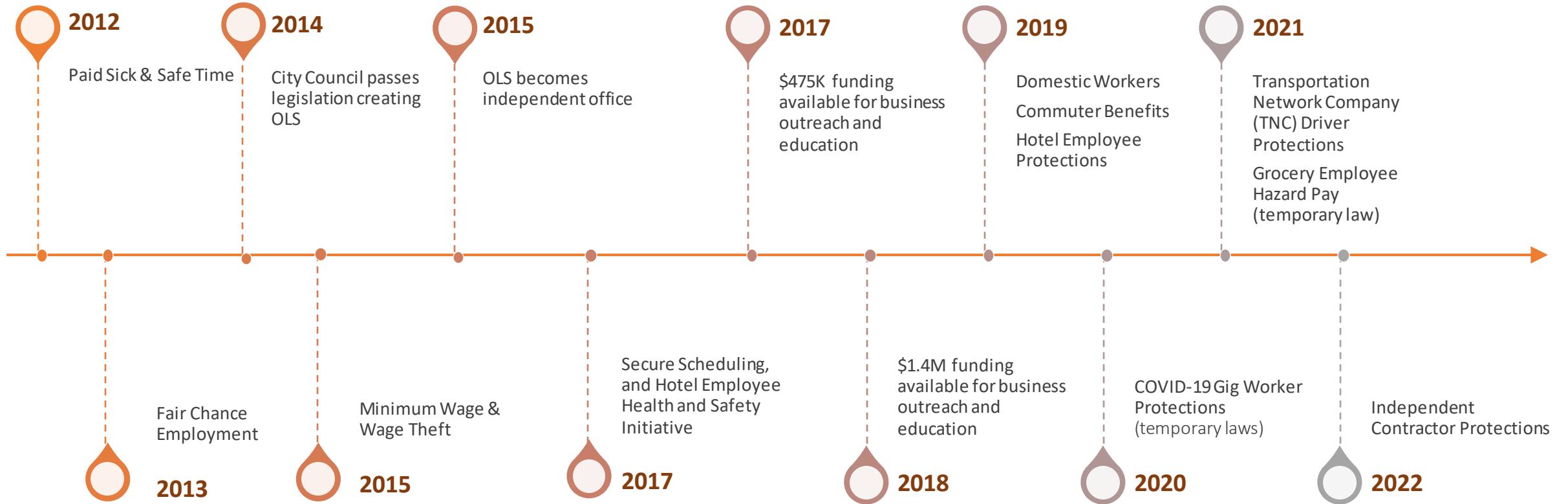
Mandated to implement and enforce the City's labor standards

## Mission




Advance workplace equity

# Seattle Labor Standards Timeline



# 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. COVID-19 GIG WORKER PAID SICK AND SAFE TIME (2020)
  13. COVID-19 GIG WORKER PREMIUM PAY (2020)
  14. TRANSPORTATION NETWORK COMPANY (TNC) MINIMUM COMPENSATION (2021)
  15. GROCERY EMPLOYEE HAZARD PAY (2021)
  16. TNC DRIVER DEACTIVATION RIGHTS (2021)
  17. **INDEPENDENT CONTRACTOR PROTECTIONS (2022)**
- 

# Seattle Labor Standards

## **Minimum Wage Ordinance**

- Sets minimum wage for all employees

## **Wage Theft Ordinance**

- Employers must pay all compensation owed on regular pay day and give employees written information about their job and pay

## **Fair Chance Employment Ordinance**

- Limits use of conviction and arrest records

## **Paid Sick & Safe Time Ordinance**

- Requires Paid leave for medical or safety issues



# Seattle Labor Standards (continued)

## **Domestic Workers Ordinance**

- Gives minimum wage, rest break, and meal break rights to domestic workers

## **Commuter Benefits Ordinance**

- Requires businesses with 20+ employees to offer their employees the opportunity to make a monthly pre-tax payroll deduction for transit or vanpool expenses

## **Secure Scheduling Ordinance**

- Gives scheduling protections to Seattle employees at large retail and food service employers -- requires notices given to employees, right to give input on schedules, right to rest between work shifts, and access to hours for existing employees

## **Hotel Employee Protections Ordinances**

- Safety, injury, access to medical care, and job retention





# Seattle Labor Standards (continued)

## COVID-19 Gig Worker Protections

- **Gig Worker Paid Sick and Safe Time Ordinance** – requires paid leave for medical or safety issues for rideshare and food delivery network company drivers during COVID-19 emergency
- **Gig Worker Premium Pay Ordinance** – requires premium pay for food delivery network company drivers for online orders with pick-up/drop-off point in Seattle during COVID-19 emergency

## Grocery Employee Hazard Pay Ordinance

- Requires grocery businesses in Seattle to pay hazard pay of \$4 per hour to their employees during COVID-19 emergency

## **Independent Contractor Protections Ordinance – effective September 1, 2022**

- Requires certain information be provided to independent contractors prior to contracting and at the time of payment; also requires on-time payment to independent contractors



# Seattle Labor Standards

*(continued)*

## TNC Driver Protections

- **TNC Minimum Compensation Ordinance** – requires a minimum guaranteed per-trip payment and other protections for drivers who work with TNCs such as Uber and Lyft
- **TNC Driver Deactivation Rights Ordinance** – protects drivers from unwarranted deactivation, gives drivers a right to challenge deactivations, and creates a Driver Resolution Center to help drivers access their rights



# What about...



Jurisdiction (e.g., Seattle city limits)



Employee status (e.g., part-time, temp., etc.)



All employees (e.g., overtime-exempt)



Overlap with state law (e.g., Paid Sick Leave, Minimum Wage)



Investigation (e.g., process)



Internal firewall (e.g., technical assistance)

# Worker Engagement Strategies



## OLS TOOLS & RESOURCES

Templates

Fact Sheets

Question & Answer  
Guides



## COMMUNITY PARTNERS

Group Training

One-on-one Training

Information, Intake, and  
Referrals



## OLS TRAINING

Webinars

Group Presentations



## WORKER/EMPLOYEE INQUIRY

Ask a question or file a  
complaint

Language/interpretation  
services and reasonable  
accommodations available  
upon request

# Employer Engagement Strategies



## **OLS TOOLS & RESOURCES**

Templates

Fact Sheets

Question & Answer  
Guides



## **BUSINESS PARTNERS**

Group Training

One-on-one Training

Information



## **OLS TRAINING**

Settlement Training

Webinars

Continuing Ed Credits

Group Presentations



## **BUSINESS/EMPLOYER INQUIRY**

Technical Assistance

Free & Private

Language/interpretation  
services and reasonable  
accommodations  
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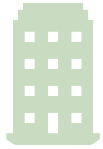
# Seattle OLS Contact Us



<https://www.seattle.gov/laborstandards>



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- Web form for worker/employee inquiries: <https://laborinquiry.seattle.gov/employee-inquiry/>
- Email for business/employer inquiries: [business.laborstandards@seattle.gov](mailto:business.laborstandards@seattle.gov)

