

# City of Seattle Office of Labor Standards

2018 Spring Update

City Council – Housing, Health, Energy & Worker Rights Committee

May 3, 2018



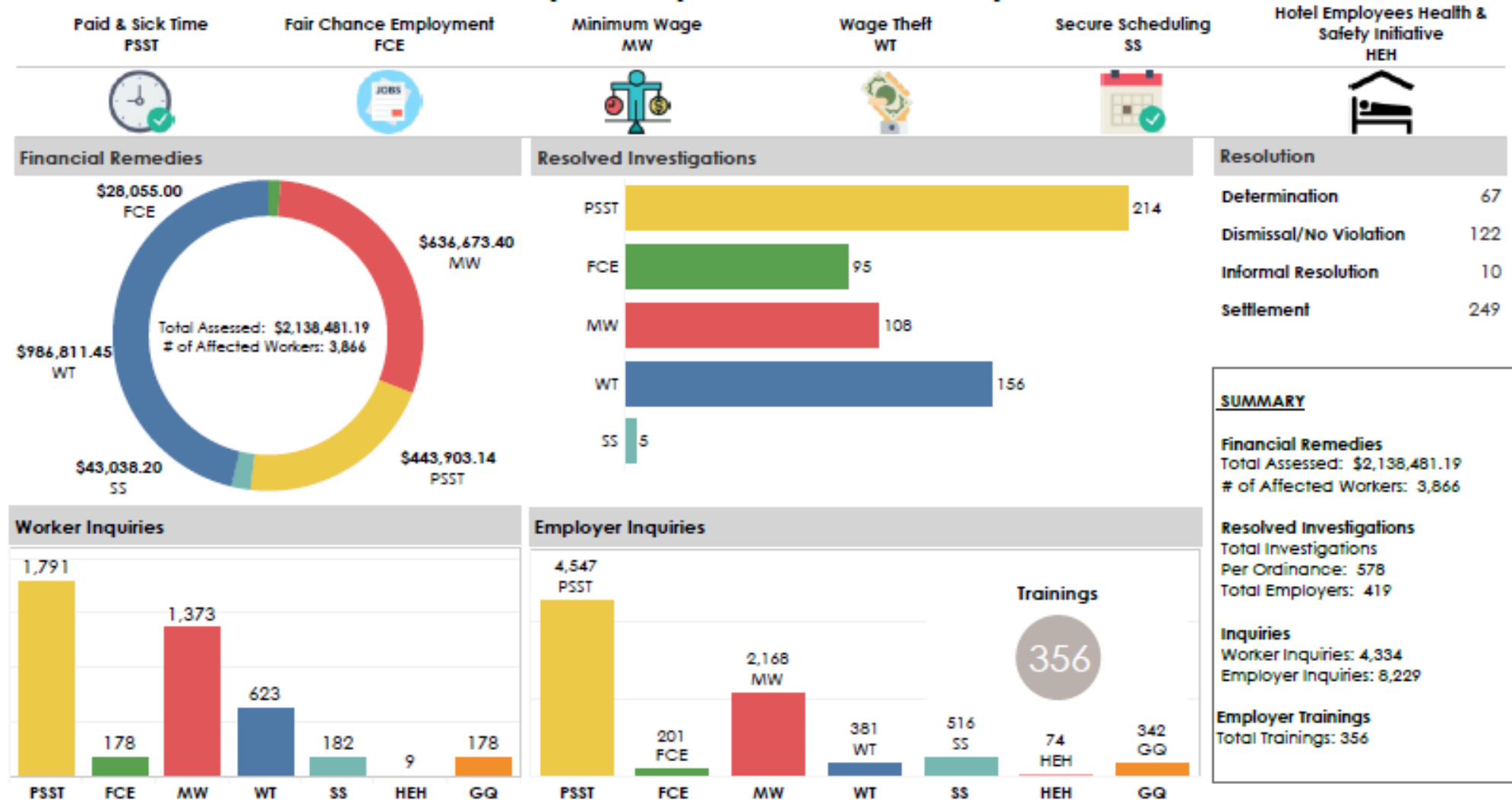


# **Seattle Labor Standards**

- 1. Minimum Wage**
- 2. Wage Theft**
- 3. Paid Sick and Safe Time**
- 4. Fair Chance Employment**
- 5. Secure Scheduling**
- 6. Hotel Employees Health and Safety Initiative**



# Data Report September 2012 - April 2018



# Enforcement

OLS Staff ♦ Data ♦ Highlights from recent resolutions



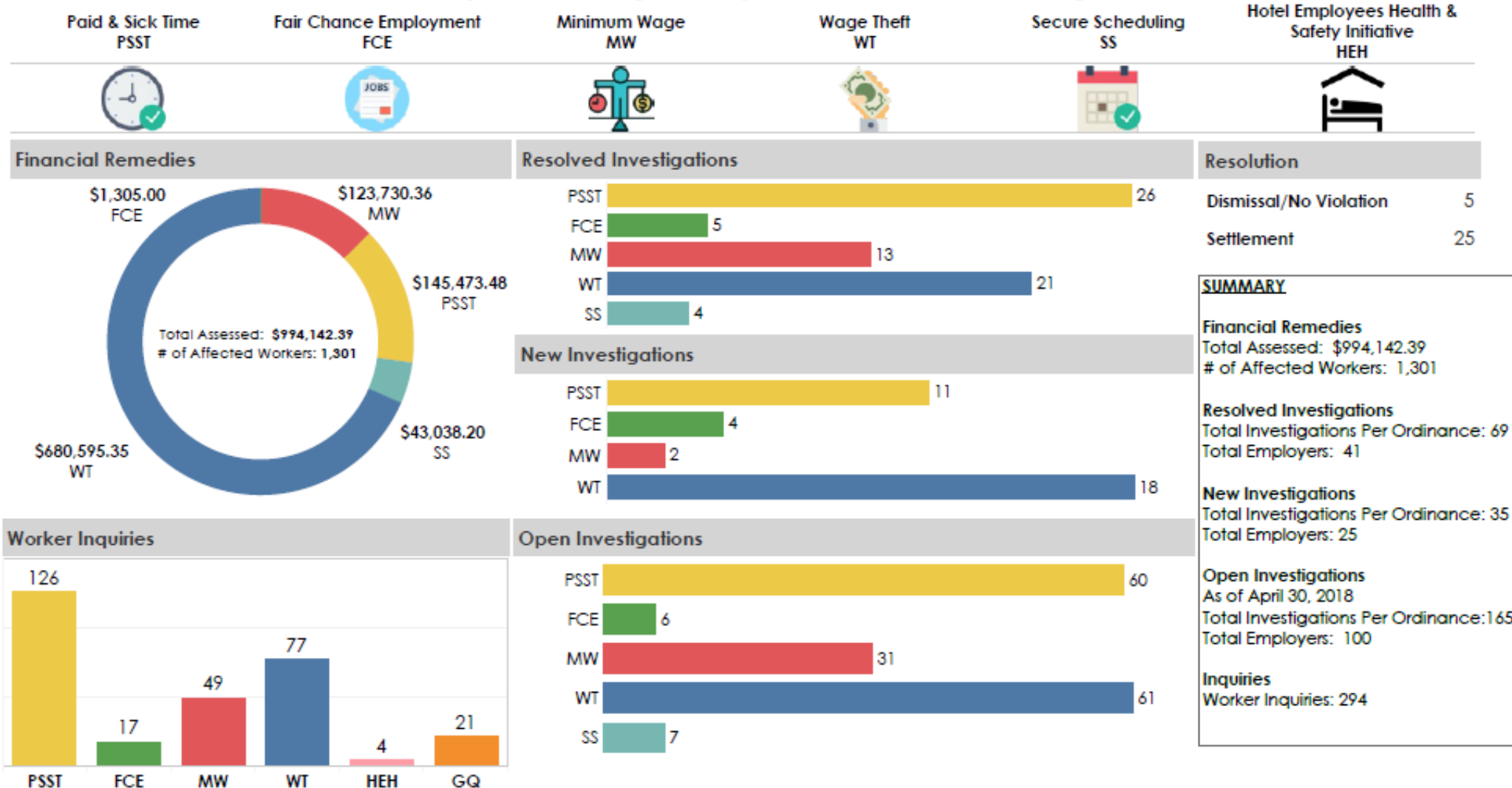
# Enforcement Staff



- **Manager**
- **Strategic Advisor**
- **10 Investigators**
- **Paralegal**



# Jan 1, 2018 - April 30, 2018 OLS Data Report



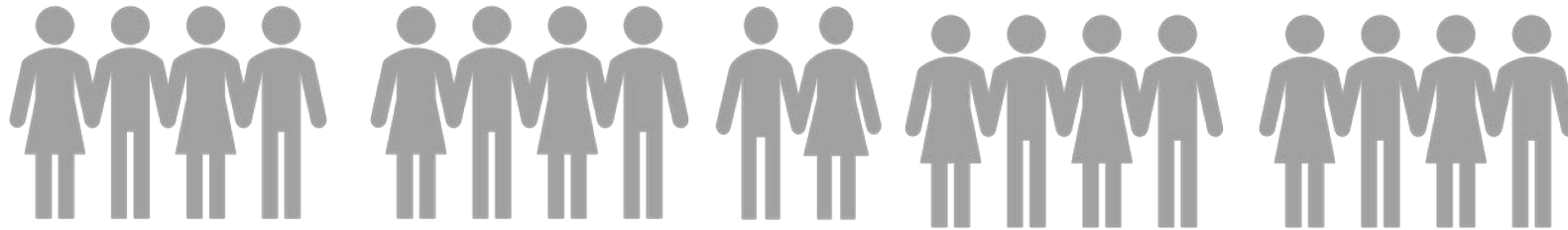


# Delite Bakery

**Minimum Wage ♦ Wage Theft ♦ Paid Sick and Safe Time**

18 Workers ♦ \$577,043 total (\$565,543 for workers & \$11,500 penalties)

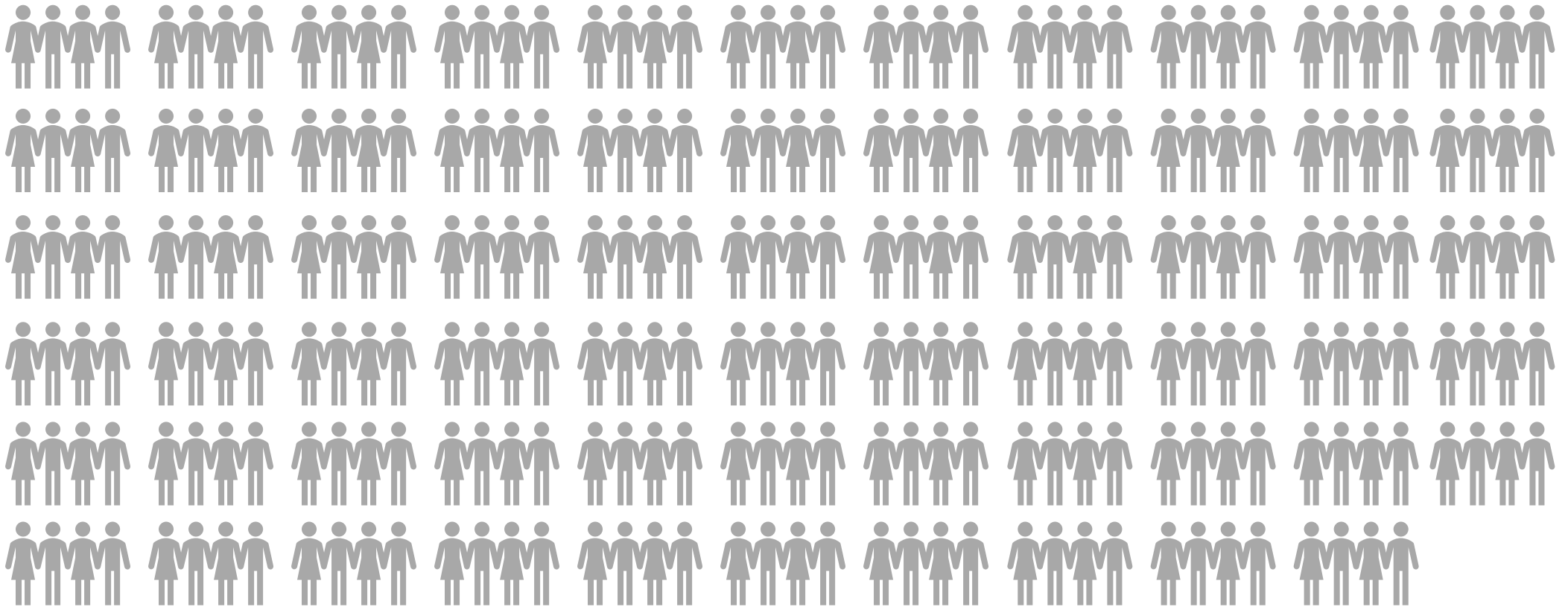
Policy changes & worker/management training





# GAP

**Secure Scheduling** ♦ 260 workers ♦ \$20,186 for workers  
policy changes & management training







# Elephant & Castle Pub Restaurant

**Minimum Wage ♦ Wage Theft ♦ Paid Sick & Safe Time ♦ Secure Scheduling**

65 employees ♦ \$122,753 total (\$113, 671 for workers & \$9,082 penalties)

policy changes & management training



# Policy & Outreach

Hotel Employees Health and Safety Initiative ♦ Paid Sick and Safe Time



# Hotel Employees Health & Safety Rules

- **Goal** ➡ Widespread attendance and full, candid participation from workers, labor, worker advocates, and employers.
- **Dates** ➡ January 18 through May 17, 2018
- **Meetings** ➡ 17 meetings with regular attendance of 10 to 30 participants
- **Proposed Rules Notice & Comment** ➡ April 9 through 23, 2018
- **Final Rules** ➡ May 17, if no need for substantial change
- **OLS Outreach** ➡ Notice of Employee Rights, Q&As, webinars and other trainings, template forms, employer record-keeping guide



# Worker voice

- 30+ workers participated in stakeholder meetings
- Unite Here
- El Centro de la Raza
- Fair Work Center
- Legal Voice
- Martin Luther King County Labor Council
- Puget Sound Sage
- 21 Progress



# Worker voice

- **Workers helped us understand where rules were needed to reiterate their self-determination and empowerment.**
- **Workers shared information** about their workday, and the types of activities they perform in guest rooms, including activities that might place them at higher risk of injury.
- **We proposed a rule** with input from workers, worker advocates and employers that reaffirmed a housekeeping employee's right to refuse additional cleaning above ordinance requirements and ensured that employees can make an informed decision about consenting to additional cleaning.
- **Workers told us** that the rulemaking process was meaningful and they felt heard; they were better able to advocate for themselves and could share their knowledge of the ordinance, our office, and their experience with participating in a government process.



# PSST Rules

- **Goal** ➡ Update PSST Rules (2012) to reflect ordinance changes due to I-1433. Largely track state paid sick leave regulations, and when appropriate, propose requirements that are more favorable to employees to align with existing rules or policy goals.
- **Dates** ➡ March 16 through late May 31, 2018
- **Meetings** ➡ One meeting with attendance by ~60 participants
- **Proposed Rules Notice & Comment** ➡ April 23 through May 13, 2018
- **Final Rules** ➡ May 31, if no need for substantial change
- **OLS Outreach** ➡ Q&As, webinars and other trainings, template forms, employer record-keeping guide





# Proposed PSST Rules ♦ Notice & Comment

- **Proposed Rules** ➡ <https://www.seattle.gov/laborstandards/ordinances/paid-sick-and-safe-time>
- **Proposed Rules Notice & Comment** ➡ April 23 through May 13, 2018
- **Contact** ➡ Karina Bull, Policy Manager (karina.bull@seattle.gov)

