City of Seattle Office of Labor Standards

2018 Spring Update

City Council – Housing, Health, Energy & Worker Rights Committee May 3, 2018



Date 05/03/2018 Seattle Office of Labor Standards



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





Hotel Employees Health & Fair Chance Employment Secure Scheduling Paid & Sick Time Wage Theft Minimum Wage **Safety Initiative** PSST FCE MW WT \$\$ HEH 1085 ۲ ٢ 10.7 . **Financial Remedies Resolved Investigations** Resolution \$28,055.00 Determination 67 PSST 214 FCE Dismissal/No Violation 122 \$636,673.40 MW FCE 95 Informal Resolution 10 Settlement 249 MW 108 Total Assessed: \$2,138,481,19 # of Affected Workers: 3,866 \$986,811.45 WT WT 156 SUMMARY SS 5 Financial Remedies \$443,903,14 Total Assessed: \$2,138,481.19 \$43,038.20 PSST # of Affected Workers: 3,866 55 Worker Inquiries **Employer Inquiries** Resolved Investigations Total Investigations 1,791 4,547 Per Ordinance: 578 PSST Trainings Total Employers: 419 1,373 Inquiries Worker Inquiries: 4,334 356 2.168 Employer Inquiries: 8,229 MW 623 Employer Trainings 516 381 342 201 Total Trainings: 356 178 182 178 74 SS GQ WT FCE HEH 9 PSST FCE MW WT HEH GQ PSST FCE MW WT SS HEH GQ \$\$

Data Report September 2012 - April 2018

Date 05/03/18 Seattle Office of Labor Standards



Enforcement

Date 05/03/18Seattle Office of Labor StandardsPage 4



Enforcement Staff



- Manager
- Strategic Advisor
- 10 Investigators
- Paralegal





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







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

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Page 8

Date 05/03/18 Seattle Office of Labor Standards



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

Date 05/03/18Seattle Office of Labor StandardsPage 10



Hotel Employees Health & Safety Rules

- **Goal** SWidespread attendance and full, candid participation from workers, labor, worker advocates, and employers.
- Dates C January 18 through May 17, 2018
- **Meetings 1**7 meetings with regular attendance of 10 to 30 participants
- **Proposed Rules Notice & Comment C** April 9 through 23, 2018
- Final Rules The May 17, if no need for substantial change
- OLS Outreach Solution 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 C March 16 through late May 31, 2018
- **Meetings Contract** One meeting with attendance by ~60 participants
- **Proposed Rules Notice & Comment C** April 23 through May 13, 2018
- Final Rules The May 31, if no need for substantial change
- OLS Outreach C Q&As, webinars and other trainings, template forms, employer recordkeeping guide



Proposed PSST Rules + Notice & Comment

- Proposed Rules <a> https://www.seattle.gov/laborstandards/ordinances/paid-sick-and-safe-time
- Proposed Rules Notice & Comment ⁽²⁾ April 23 through May 13, 2018
- **Contact** Skarina Bull, Policy Manager (karina.bull@seattle.gov)

