

Seattle Office of Labor Standards (OLS) Overview

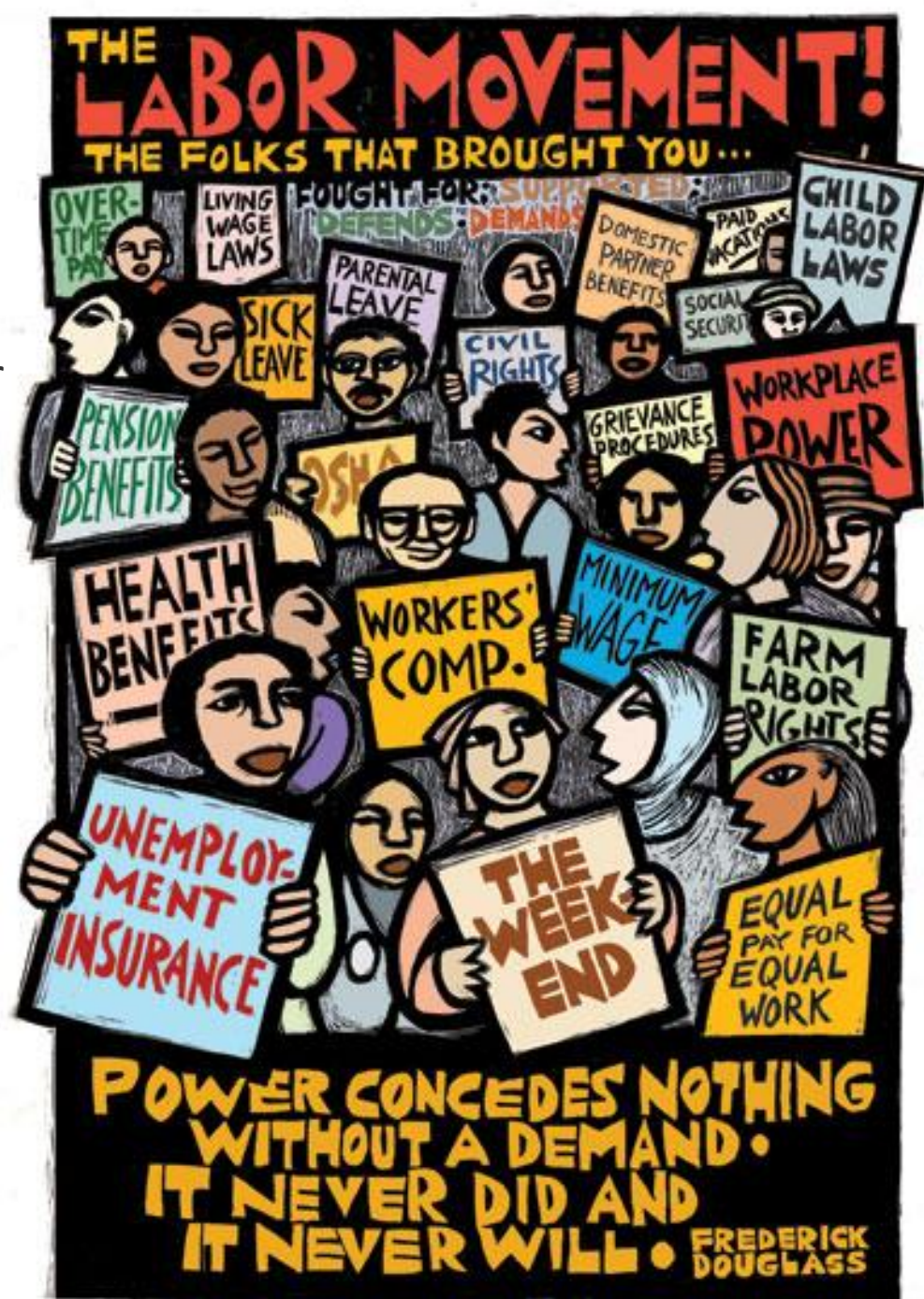
3/22/2022

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)

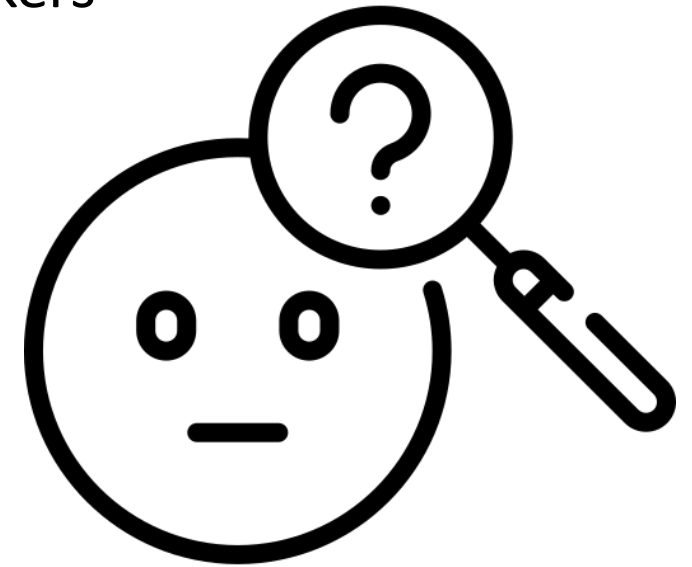
Why Labor Laws?

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



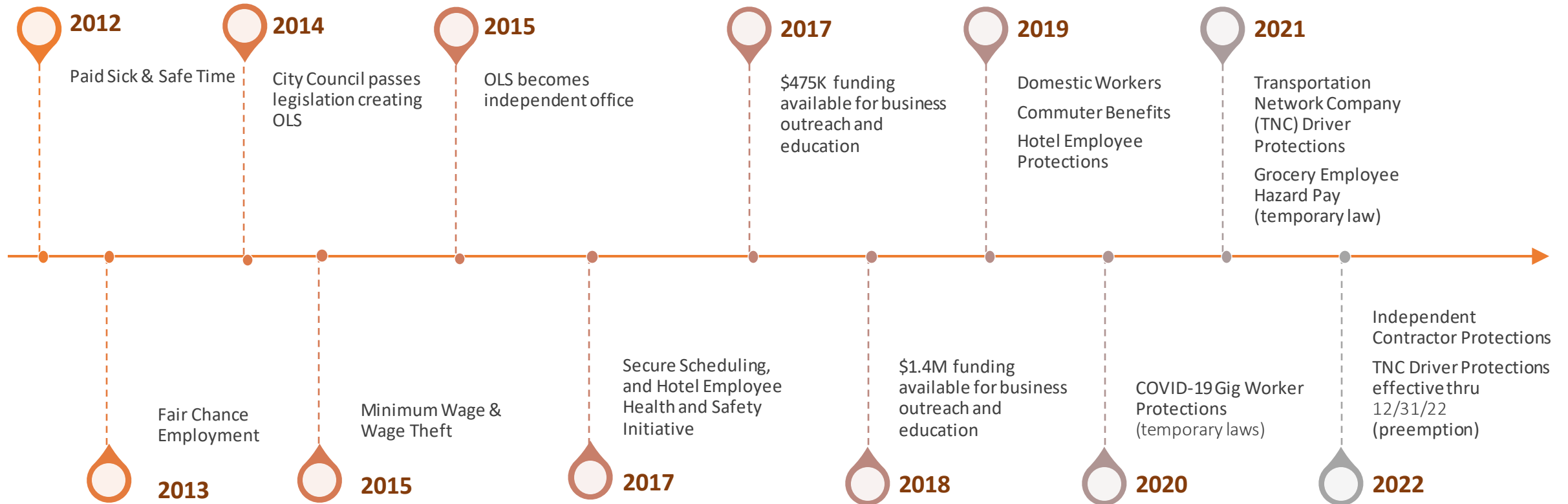
Mandated to implement and enforce the City's labor standards

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) – Temporary law
16. TNC DRIVER DEACTIVATION RIGHTS (2021)*
17. **INDEPENDENT CONTRACTOR PROTECTIONS (2022)**

**TNC Driver-related ordinances and coverage will be effective through December 31, 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

- 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
- *Important Note – As a result of Washington statewide TNC legislation signed by the governor in _____, Seattle's TNC Driver-related ordinances and coverage will only be in effect through December 31, 2022.



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/interpretative
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/interpretive
services and reasonable
accommodations
available upon request



Seattle OLS Contact Us



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



(206) 256-5297



810 3rd Ave., Suite 375, Seattle, WA 98104-1627

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

