

April 18, 2019

MEMORANDUM

To: Housing, Health, Energy & Workers Rights Committee Members
From: Dan Eder, Central Staff Deputy Director
Subject: Paid Sick and Safe Leave Bill

The Housing, Health, Energy & Workers Rights (HHEWR) Committee's agenda for April 18, 2019 includes a bill that would extend [Seattle Municipal Code Chapter 14.16](#) (Paid Sick and Safe Time or "PSST") to employees at Seattle Public Schools. This memo provides some background, summarizes the bill, and describes a potential amendment.

Background

The City's original PSST law took effect on September 1, 2012. State voters subsequently approved [Initiative 1433](#), which took effect on January 1, 2018. The City amended its PSST law multiple times, and the most recent amendments took effect on January 14, 2018 to include all the requirements from Initiative 1433, such as reducing the waiting period for using PSST and removing the cap on the amount of PSST that an employee can use on a per year basis.

Currently, the City's PSST law provisions do not cover Seattle Public Schools (SPS) because it includes a specific provision saying that the law does not apply to "[a]ny county or local government other than the City."

The Bill

The bill would extend the City's PSST law to SPS. As introduced, the bill would apply to all employees of SPS, including both certified and non-certified staff as discussed in more detail in the following section.

Possible Amendment 1

The amendment that Chair Mosqueda may offer would make the extension of the City's PSST law to SPS cover only non-certificated staff. That is, the amendment would clarify the intent that the City's PSST law would apply to custodians and other low-wage workers but not to any of the following certified SPS staff with positions as defined in [Revised Code of Washington 28A.150.203](#):

- Certificated employees – teachers
- Certificated administrative staff – chief executive officers, chief administrative officers, confidential employees, supervisors, principals, or assistant principals; and
- Certificated instructional staff – all educational employees other than principals, assistant principals, and supervisors (i.e., all teachers, classroom aides, and other education paraprofessionals).

cc: Kirstan Arestad, Central Staff Director