

## SUMMARY and FISCAL NOTE\*

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*\* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

### **1. BILL SUMMARY**

- a. Legislation Title:** AN ORDINANCE relating to City employment; amending Sections 4.24.005, 4.24.010, 4.24.030, 4.24.035, and 4.24.040 of the Seattle Municipal Code (SMC); and repealing Section 4.24.050 of the SMC; authorizing a memorandum of understanding between The City of Seattle and City labor unions; and ratifying and confirming certain prior acts.
  
- b. Summary and background of the Legislation:** In November of 2016, Washington State voters passed Initiative 1433, providing for certain labor standards, including paid sick leave for all employees. This legislation incorporates new state sick leave requirements into the City's sick leave benefits program, including allowing use of sick leave to care for a grandchild with an illness or injury, reinstatement of sick leave if returning to employment after separation, and removal of the workstudy exemption, among other items. This legislation repeals Seattle Municipal Code Section 4.24.050 on sick leave for temporary employees as this section is obsolete. It also authorizes a Memorandum of Understanding between the City and the City unions to amend language in collective bargaining agreements to do the same. This legislation will be effective on December 27, 2017, which is a pay period begin date, for administrative ease of implementing the required changes.

### **2. SUMMARY OF FINANCIAL IMPLICATIONS**

- a. Does this legislation amend the Adopted Budget?** \_\_\_ Yes  No
  
- b. Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?**  
Financial impacts are expected to be minimal, and will be absorbed into the existing budget of departments.
  
- c. Is there financial cost or other impacts of *not* implementing the legislation?**  
This legislation is required to incorporate State sick leave requirements into the City's sick leave benefits program.

### **3. OTHER IMPLICATIONS**

- a. Does this legislation affect any departments besides the originating department?**  
This legislation impacts all City departments.

- b. Is a public hearing required for this legislation?**  
No.
- c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?**  
No.
- d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
No.
- e. Does this legislation affect a piece of property?**  
No.
- f. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?**  
Not applicable.
- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).**  
Not applicable.
- h. Other Issues:** None

**List attachments/exhibits below:** None