

**2018 Seattle City Council Statement of Legislative Intent**

**Ready for Notebook**

Tab	Action	Option	Version
400	1	A	1

**Budget Action Title:** SLI to Develop Recommendations on Worker Retention Protections

Ongoing: No

Primary Sponsor: Juarez, Debora

Councilmembers: Bagshaw; González; Herbold

Staff Analyst: Patricia Lee

Date		Total	SB	KH	LG	BH	LH	RJ	DJ	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

**Statement of Legislative Intent:**

This Statement of Legislative Intent (SLI) states Council’s intent to provide worker retention protections and requests the Executive to provide the City Council with recommendations and options for how they could be added to the:

- City’s contracts for goods and services, and
- public benefit agreements executed when the City makes a significant monetary investment in a project or piece of property that is being privately developed or re-developed.

Background: The City, in exercising its authority to contract for services, has also sought to advance social equity goals. Some examples include SMC 20.45.020 which prohibits contractors on City contracts from discriminating in the provision of employee benefits between an employee with a domestic partner and an employee with a spouse, and SMC 20.46 which requires that the City contract with business partners who consistently engage in fair and responsible business practices.

The City also negotiates a public benefit agreement with a private developer to provide benefits, beyond what is required legally, when the City makes a significant investment in the private development of a facility or capital project.

Requested Information: The Council intends to provide worker retention protections so that workers will, to the extent possible, be rehired when a business is either: (a) temporarily closed, for example during a remodel; or (b) permanently closed and replaced by a successor business.

Council requests the Executive develop recommendations on how worker retention protections can be added to the City's contract requirements and public benefit agreements. Since these are two separate areas, Council asks that the Executive address these areas separately but both sets of recommendations should address:

1. Whether uniform worker retention protection policies, guidelines and contract language should be developed and used in all City contracts and public benefit agreements.
2. Whether worker retention protection policies, guidelines and contract language should be developed separately by City departments and tailored to their particular types of services.
3. Whether worker protection benefits should extend to subcontracts of City contracts and if so, whether there should be uniform language used Citywide or developed separately by City departments.
4. How the City will monitor and enforce worker retention protections.
5. Whether certain types of contracts or public benefit agreements should be excluded and why. For example, the recommendations may be that worker retention benefits apply only if the City contract is above a certain amount; the City investment in a private development is above a certain amount; or that the successor business is similar to or requires the same labor force as the previous business.
6. Whether there are other scenarios or types of City interests that should trigger worker retention protections.

**Responsible Council Committee(s):** Parks, Seattle Center, Libraries and Waterfront Committee

**Date Due to Council:** May 2018