

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

..title

AN ORDINANCE relating to employment in Seattle; requiring certain employers to limit room cleaning workloads for certain employees; adding a new Chapter 14.27 to the Seattle Municipal Code (SMC); and amending Sections 3.15.000 and 6.208.020 of the SMC.

..body

WHEREAS, the City has identified a need to provide immediate protection to low-wage hotel employees by passing a package of new labor standards ordinances; NOW,

THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. A new Chapter 14.27 is added to the Seattle Municipal Code as follows:

CHAPTER 14.27 PROTECTING HOTEL EMPLOYEES FROM INJURY

14.27.010 Short title

This Chapter 14.27 shall constitute the “Protecting Hotel Employees from Injury Ordinance” and may be cited as such.

14.27.020 Definitions

For the purposes of this Chapter 14.27:

“Adverse action” means denying a job or promotion, demoting, terminating, failing to rehire after a seasonal interruption of work, threatening, penalizing, engaging in unfair immigration-related practices, filing a false report with a government agency, changing an employee’s status to a nonemployee, or otherwise discriminating against any person for any reason prohibited by Section 14.27.120. “Adverse action” for an employee may involve any

1 aspect of employment, including pay, work hours, responsibilities or other material change in the
2 terms and conditions of employment;

3 “Agency” means the Office of Labor Standards and any division therein;

4 “Aggrieved party” means an employee or other person who suffers tangible or intangible
5 harm due to an employer or other person’s violation of this Chapter 14.27;

6 “Checkout room” means a guest room assigned to be cleaned by an employee due to the
7 departure of the guest assigned to that room;

8 “City” means the City of Seattle;

9 "Compensation" means payment owed to an employee by reason of employment
10 including, but not limited to, salaries, wages, tips, overtime, commissions, piece rate, bonuses,
11 rest breaks, promised or legislatively required pay or paid leave, and reimbursement for
12 employer expenses. For reimbursement for employer expenses, an employer shall indemnify
13 the employee for all necessary expenditures or losses incurred by the employee in direct
14 consequence of the discharge of the employee's duties, or of the employee's obedience to the
15 directions of the employer, even though unlawful, unless the employee, at the time of obeying
16 the directions, believed them to be unlawful;

17 “Director” means the Director of the Office of Labor Standards or the Director’s
18 designee;

19 “Employ” means to suffer or permit to work;

20 “Employee” means “employee” as defined under Section 12A.28.200, including but not
21 limited to full-time employees, part-time employees, and temporary workers. An alleged
22 employer bears the burden of proof that the individual is, as a matter of economic reality, in

1 business for oneself (i.e. independent contractor) rather than dependent upon the alleged
2 employer;

3 “Employer” means any individual, partnership, association, corporation, business trust, or
4 any entity, person or group of persons, or a successor thereof, that employs another person and
5 includes any such entity or person acting directly or indirectly in the interest of the employer in
6 relation to the employee. More than one entity may be the “employer” if employment by one
7 employer is not completely disassociated from employment by any other employer;

8 “Large hotel” means a hotel or motel, as defined in Section 23.84A.024, containing 100
9 or more guest rooms or suites of rooms suitable for providing lodging to members of the public
10 for a fee, regardless of how many of those rooms or suites are occupied or in commercial use at a
11 given time;

12 “Maximum floor space” means 5,000 square feet of guest room floor space;

13 "Normal hourly rate of pay" means the hourly rate that the employee would have earned
14 during that shift, not including overtime pay;

15 “Rate of inflation,” except as otherwise noted, means 100 percent of the annual average
16 growth rate of the bi-monthly Seattle-Tacoma-Bellevue Area Consumer Price Index for Urban
17 Wage Earners and Clerical Workers, termed CPI-W, for the 12 month period ending in August,
18 provided that the percentage increase shall not be less than zero;

19 “Respondent” means an employer or any person who is alleged to have committed a
20 violation of this Chapter 14.27;

21 “Room cleaning” means the performance of services or tasks that are required to prepare
22 or maintain the cleanliness of the physical hotel guest room before, during, or after a guest’s
23 stay. Room cleaning does not include tasks associated with preparing already-made beds for

1 sleep, maintaining or delivering inventory (e.g. mini-bar, toiletries, towels, extra linens), or
2 inspecting completed room cleaning. Room cleaning does not include preventative or as-needed
3 maintenance activities such as repair, replacement, and general maintenance of appliances,
4 electronics, furniture, doors, windows, carpets, walls, plumbing, and other fixtures. Making
5 unmade beds, regardless of whether a change of linen is required, is not an excluded activity;

6 “Stayover room” means a guest room assigned to be cleaned by an employee where the
7 guest’s stay has not yet ended;

8 “Strenuous room cleaning” means the cleaning of (1) a checkout room, (2) a stayover
9 room that includes cleaning, removal, or setting up of a cot, rollout bed, hideaway sofa, pet bed,
10 or crib, or (3) a stayover room that has not received a room cleaning for more than 36 hours;

11 “Successor” means any person to whom an employer quitting, selling out, exchanging, or
12 disposing of a business sells or otherwise conveys in bulk and not in the ordinary course of the
13 employer’s business, a major part of the property, whether real or personal, tangible or
14 intangible, of the employer’s business. For purposes of this definition, “person” means any
15 individual, receiver, administrator, executor, assignee, trustee in bankruptcy, trust, estate, firm,
16 corporation, business trust, partnership, limited liability partnership, company, joint stock
17 company, limited liability company, association, joint venture, or any other legal or commercial
18 entity.

19 **14.27.025 Intent**

20 The intent of this Chapter 14.27 is to reduce the frequency and occurrence of injuries in the
21 hospitality workforce by limiting room cleaning workloads and encouraging safe working
22 speeds.

23 **14.27.030 Employee coverage**

1 For the purposes of this Chapter 14.27, covered employees are limited to those who perform
2 room cleaning for a covered employer at a large hotel in the City.

3 **14.27.040 Employer coverage**

4 A. For the purposes of this Chapter 14.27, covered employers are limited to those who
5 either (a) own, control, or operate a large hotel in the City or (b) contract to provide services at a
6 large hotel in the City.

7 B. Separate entities that form an integrated enterprise shall be considered a single
8 employer under this Chapter 14.29. Separate entities will be considered an integrated enterprise
9 and a single employer under this Chapter 14.29 where a separate entity controls the operation of
10 another entity. The factors to consider include, but are not limited to:

- 11 1. Degree of interrelation between the operations of multiple entities;
- 12 2. Degree to which the entities share common management;
- 13 3. Centralized control of labor relations; and
- 14 4. Degree of common ownership or financial control over the entities.

15 **14.27.050 Room cleaning workload limits**

16 A. An employer shall not require an employee to perform room cleanings totaling more
17 than the maximum floor space in a workday that is eight hours or longer. When an employee
18 performs ten or more strenuous room cleanings in a workday that is eight hours or longer, the
19 maximum floor space shall be reduced by 500 square feet for the tenth strenuous room cleaning
20 and for each strenuous room cleaning thereafter. If an employee performs a room cleaning
21 alone, the entire square footage of the guest room counts towards the employee's total for that
22 workday. If more than one employee performs the room cleaning together, the square footage of
23 the room is divided equally based on the number of employees performing the room cleaning.

1 Except when required when required for employee safety or by law, an employer may only
2 assign multiple employees to perform a room cleaning together if the employees have agreed to
3 perform cleaning with other employees, pursuant to rules issued by the Director.

4 B. For an employee performing room cleanings for fewer than eight hours in a workday,
5 the maximum floor space outlined in subsection 14.27.050.A shall be prorated according to the
6 actual number of hours that the employee performed room cleanings that workday.

7 C. An employee has a right to refuse an employer's request to perform room cleanings in
8 excess of the maximum floor space allowed by this Section 14.27.050.

9 D. An employee may request or voluntarily consent to perform room cleanings in excess
10 of the maximum floor space allowed by this Section 14.27.050. To have an employee's valid
11 consent, the employer must inform the employee of the total square footage of the additional
12 assignment and the additional time allotted for the assignment in advance of the employee's
13 acceptance of the assignment.

14 E. If an employee performs room cleanings in excess of the maximum floor space
15 allowed by this Section 14.27.050 the employer shall pay such employee at least three times the
16 employee's normal hourly rate of pay for the ~~actual~~-amount of time during that workday the
17 employee ~~performed~~-performs room cleanings that exceeded the maximum floor space allowed
18 by this Section 14.27.050-~~during that workday~~, except as provided in subsections 14.27.050.F
19 and 14.27.050.G.

20 F. An employer may maintain a list ("voluntary opt-in list") of employees who have
21 voluntarily opted to receiving employer requests to perform room cleanings that exceed the
22 maximum floor space allowed by this Section 14.27.050. Employers must obtain an employee's
23 valid consent, as provided in subsection 14.27.050.D, for each request to perform room cleanings

1 that exceed the maximum floor space. Employees on the voluntary opt-in list retain the right to
2 refuse an employer's request to perform room cleanings in excess of the maximum floor space,
3 as provided in subsection 14.27.050.C, and employees on the voluntary opt-in list can remove
4 themselves at any time with written notice to the employer. Employees may request to be added
5 to the voluntary opt-in list at any time, including at the time of hire; and employees may request
6 to be removed from the voluntary opt-in list at any time.

7 G. An employee shall not be entitled to the additional pay provided for by subsection
8 14.27.050.E if one of the following causes an employee to exceed the maximum floor space
9 allowed by this Section 14.27.050:

10 1. The employee must leave work early because of an unforeseeable emergency,
11 illness, or for an activity protected by law;

12 2. Operations cannot begin or continue due to threats to employees or property, or
13 due to the recommendation of a public official that work cannot begin or continue;

14 3. Operations cannot begin or continue because public utilities fail to supply
15 electricity, water, or gas, or there is a failure to the public utilities, or sewer system; or

16 4. Operations cannot begin or continue due to natural disaster, weather events, or
17 events that would cause the employer to violate a law, statute, ordinance, code, administrative
18 rule, or governmental executive order.

19 H. An employee shall not be entitled to additional pay provided for by subsection
20 14.27.050.E if an employee exceeds the maximum floor space because the employer grants an
21 employee's request to leave work early for a reason other than outlined in subsection

22 14.27.050.F.1. The employer must pay the employee for the remainder of their scheduled shift at
23 the employee's normal hourly rate of pay.

1 **14.27.100 Notice and posting**

2 A. The Agency shall create and make available a poster that gives notice of the rights
3 afforded by this Chapter 14.27. The Agency shall create the poster in English, Spanish, and other
4 languages. The poster shall give notice of:

5 1. The right to clean no more than the maximum floor space allowed by this
6 Chapter 14.27;

7 2. The right to refuse to perform room cleanings in excess of the maximum floor
8 space allowed by this Chapter 14.27;

9 3. The right to additional pay if the employee performs room cleanings in excess
10 of the maximum floor space allowed by this Chapter 14.27;

11 4. The right to be protected from retaliation for exercising in good faith the rights
12 protected by this Chapter 14.27; and

13 5. The right to file a complaint with the Agency or bring a civil action for
14 violation of the requirements of this Chapter 14.27.

15 B. Employers shall display the poster in a conspicuous and accessible place at any
16 workplace or job site where any of their employees work. Employers shall display the poster in
17 English and in the primary language of the employee(s) at the particular workplace. Employers
18 shall make a good faith effort to determine the primary languages of the employees at that
19 particular workplace. If display of the poster is not feasible, including situations when the
20 employee works remotely or does not have a regular workplace or job site, employers may
21 provide the poster on an individual basis in an employee's primary language in physical or
22 electronic format that is reasonably conspicuous and accessible.

23 **14.27.110 Employer records**

1 A. Each employer shall retain records that document compliance with this Chapter 14.27
2 including but not limited to:

- 3 1. Each employee's daily square footage totals;
- 4 2. Each employee's daily number of strenuous cleanings;
- 5 3. The number of hours worked by each employee that workday; ~~and~~
- 6 4. The number of hours the employee performed room cleanings that workday
7 and including identification of the ~~actual~~ amount of time the employee performed room cleanings
8 that exceeded in excess of- the maximum floor space under Section 14.27.050;
- 9 5. Each employee's gross pay for that workday; ~~and~~
- 10 6. If applicable, document(s) demonstrating an exception to each employee's
11 additional pay requirements under 14.27.050.G and 14.27.050.H; and
- 12 7. Pursuant to rules issued by the Director, other records that are material and
13 necessary to effectuate the terms of this Chapter 14.27.

14 B. Records required by subsection 14.27.110.A shall be retained for a period of three
15 years.

16 C. If the employer fails to retain adequate records required under subsection 14.27.110.A,
17 there shall be a presumption, rebuttable by clear and convincing evidence, that the employer
18 violated this Chapter 14.27 for the periods for which records were not retained for each
19 employee for whom records were not retained.

20 **14.27.120 Retaliation prohibited**

21 A. No employer or any other person shall interfere with, restrain, deny, or attempt to
22 deny the exercise of any right protected under this Chapter 14.27.

1 B. No employer or any other person shall take any adverse action against any person
2 because the person has exercised in good faith the rights protected under this Chapter 14.27.
3 Such rights include but are not limited to the right to make inquiries about the rights protected
4 under this Chapter 14.27; the right to inform others about their rights under this Chapter 14.27;
5 the right to inform the person's employer, union or similar organization, and/or the person's legal
6 counsel or any other person about an alleged violation of this Chapter 14.27; the right to file an
7 oral or written complaint with the Agency or bring a civil action for an alleged violation of this
8 Chapter 14.27; the right to cooperate with the Agency in its investigations of this Chapter 14.27;
9 the right to testify in a proceeding under or related to this Chapter 14.27; the right to refuse to
10 participate in an activity that would result in a violation of city, state, or federal law; and the right
11 to oppose any policy, practice or act that is unlawful under this Chapter 14.27.

12 C. No employer or any other person shall communicate to a person exercising rights
13 protected under this Section 14.27.120, directly or indirectly, the willingness to inform a
14 government employee or contracted organization that the person is not lawfully in the United
15 States, or to report, or to make an implied or express assertion of a willingness to report,
16 suspected citizenship or immigration status of an employee or a family member of the employee
17 to a federal, state, or local agency because the employee has exercised a right under this Chapter
18 14.27.

19 D. It shall be considered a rebuttable presumption of retaliation if the employer or any
20 other person takes an adverse action against a person within 90 calendar days of the person's
21 exercise of rights protected in this Section 14.27.120. However, in the case of seasonal
22 employment that ended before the close of the 90 calendar day period, the presumption also
23 applies if the employer fails to rehire a former employee at the next opportunity for work in the

1 same position. The employer may rebut the presumption with clear and convincing evidence that
2 the adverse action was taken for a permissible purpose.

3 E. Proof of retaliation under this Section 14.27.120 shall be sufficient upon a showing
4 that the employer or any other person has taken an adverse action against a person and the
5 person's exercise of rights protected in this Section 14.27.120 was a motivating factor in the
6 adverse action, unless the employer can prove that the action would have been taken in the
7 absence of such protected activity.

8 F. The protections afforded under this Section 14.27.120 shall apply to any person who
9 mistakenly but in good faith alleges violations of this Chapter 14.27.

10 G. A complaint or other communication by any person triggers the protections of this
11 Section 14.27.120 regardless of whether the complaint or communication is in writing or makes
12 explicit reference to this Chapter 14.27.

13 **14.27.130 Enforcement power and duties**

14 A. The Agency shall investigate violations of this Chapter 14.27, as defined herein, and
15 shall have such powers and duties in the performance of these functions as are defined in this
16 Chapter 14.27 and otherwise necessary and proper in the performance of the same and provided
17 for by law.

18 B. The Agency shall be authorized to coordinate implementation and enforcement of this
19 Chapter 14.27 and shall promulgate appropriate guidelines or rules for such purposes.

20 C. The Director of the Agency is authorized and directed to promulgate rules consistent
21 with this Chapter 14.27 and Chapter 3.02. Any guidelines or rules promulgated by the Director
22 shall have the force and effect of law and may be relied on by employers, employees, and other
23 parties to determine their rights and responsibilities under this Chapter 14.27.

1 **14.27.140 Violation**

2 The failure of any respondent to comply with any requirement imposed on the respondent under
3 this Chapter 14.27 is a violation.

4 **14.27.150 Investigation**

5 A. The Agency shall have the power to investigate any violations of this Chapter 14.27
6 by any respondent. The Agency may initiate an investigation pursuant to rules issued by the
7 Director including, but not limited to, situations when the Director has reason to believe that a
8 violation has occurred or will occur, or when circumstances show that violations are likely to
9 occur within a class of businesses because either the workforce contains significant numbers of
10 workers who are vulnerable to violations of this Chapter 14.27 or the workforce is unlikely to
11 volunteer information regarding such violations. An investigation may also be initiated through
12 the receipt by the Agency of a report or complaint filed by an employee or any other person.

13 B. An employee or other person may report to the Agency any suspected violation of this
14 Chapter 14.27. The Agency shall encourage reporting pursuant to this Section 14.27.150 by
15 taking the following measures:

16 1. The Agency shall keep confidential, to the maximum extent permitted by
17 applicable laws, the name and other identifying information of the employee or person reporting
18 the violation. However, with the authorization of such person, the Agency may disclose the
19 employee's or person's name and identifying information as necessary to enforce this Chapter
20 14.27 or for other appropriate purposes.

21 2. The Agency may require the employer to post or otherwise notify employees
22 that the Agency is conducting an investigation, using a form provided by the Agency and
23 displaying it on-site, in a conspicuous and accessible location, and in English and the primary

1 language(s) of the employee(s) at the particular workplace. If display of the form is not feasible,
2 including situations when the employee works remotely or does not have a regular workplace,
3 the employer may provide the form on an individual basis in physical or electronic format that is
4 reasonably conspicuous and accessible.

5 3. The Agency may certify the eligibility of eligible persons for "U" visas under
6 the provisions of 8 U.S.C. § 1184(p) and 8 U.S.C. § 1101(a)(15)(U). The certification is subject
7 to applicable federal law and regulations, and rules issued by the Director.

8 C. The Agency's investigation must commence within three years of the alleged
9 violation. To the extent permitted by law, the applicable statute of limitations for civil actions is
10 tolled during any investigation under this Chapter 14.27 and any administrative enforcement
11 proceeding under this Chapter 14.27 based upon the same facts. For purposes of this Chapter
12 14.27:

13 1. The Agency's investigation begins on the earlier date of when the Agency
14 receives a complaint from a person under this Chapter 14.27, or the Agency provides notice to
15 the respondent that an investigation has commenced under this Chapter 14.27.

16 2. The Agency's investigation ends when the Agency issues a final order
17 concluding the matter and any appeals have been exhausted; the time to file any appeal has
18 expired; or the Agency notifies the respondent in writing that the investigation has been
19 otherwise resolved.

20 D. The Agency's investigation shall be conducted in an objective and impartial manner.

21 E. The Director may apply by affidavit or declaration in the form allowed under RCW
22 9A.72.085 to the Hearing Examiner for the issuance of subpoenas requiring the attendance and
23 testimony of witnesses, or any document relevant to the issue of whether any employee or group

1 of employees has been or is afforded proper amounts of compensation under this Chapter 14.27
2 and/or to whether the employer has violated any provision of this Chapter 14.27. The Hearing
3 Examiner shall conduct the review without hearing as soon as practicable and shall issue
4 subpoenas upon a showing that there is reason to believe that a violation has occurred if a
5 complaint has been filed with the Agency, or that circumstances show that violations are likely to
6 occur within a class of businesses because the workforce contains significant numbers of
7 workers who are vulnerable to violations of this Chapter 14.27 or the workforce is unlikely to
8 volunteer information regarding such violations.

9 F. An employer that fails to comply with the terms of any subpoena issued under
10 subsection 14.27.150.E in an investigation by the Agency under this Chapter 14.27 prior to the
11 issuance of a Director's Order issued pursuant to subsection 14.27.160.C may not use such
12 records in any appeal to challenge the correctness of any determination by the Agency of
13 liability, damages owed, or penalties assessed.

14 G. In addition to other remedies, the Director may refer any subpoena issued under
15 subsection 14.27.150.E to the City Attorney to seek a court order to enforce any subpoena.

16 H. Where the Director has reason to believe that a violation has occurred, the Director
17 may order any appropriate temporary or interim relief to mitigate the violation or maintain the
18 status quo pending completion of a full investigation or hearing, including but not limited to a
19 deposit of funds or bond sufficient to satisfy a good-faith estimate of compensation, interest,
20 damages, and penalties due. A respondent may appeal any such order in accordance with Section
21 14.27.180.

22 **14.27.160 Findings of fact and determination**

1 A. Except when there is an agreed upon settlement, the Director shall issue a written
2 determination with findings of fact resulting from the investigation and statement of whether a
3 violation of this Chapter 14.27 has or has not occurred based on a preponderance of the evidence
4 before the Director.

5 B. If the Director determines that there is no violation of this Chapter 14.27, the Director
6 shall issue a "Determination of No Violation" with notice of an employee or other person's right
7 to appeal the decision, subject to the rules of the Director.

8 C. If the Director determines that a violation of this Chapter 14.27 has occurred, the
9 Director shall issue a "Director's Order" that shall include a notice of violation identifying the
10 violation or violations.

11 1. The Director's Order shall state with specificity the amounts due under this
12 Chapter 14.27 for each violation, including payment of civil penalties, fines, and penalties
13 payable to the aggrieved party pursuant to subsection 14.27.170.B and 14.27.170.D; and unpaid
14 compensation, liquidated damages, civil penalties, penalties payable to aggrieved parties, fines,
15 and interest pursuant to subsection 14.27.170.C for retaliation.

16 2. The Director's Order may specify that civil penalties due to the Agency can be
17 mitigated for respondent's timely payment of remedy due to an aggrieved party under subsection
18 14.27.170.A.4.

19 3. The Director's Order may specify that civil penalties and fines are due to the
20 aggrieved party rather than due to the Agency.

1 4. The Director's Order may direct the respondent to take such corrective action as
2 is necessary to comply with the requirements of this Chapter 14.27, including, but not limited to,
3 monitored compliance for a reasonable time period.

4 5. The Director's Order shall include notice of the respondent's right to appeal the
5 decision, pursuant to Section 14.27.180.

6 **14.27.170 Remedies**

7 A. The payment of unpaid compensation, liquidated damages, civil penalties, penalties
8 payable to aggrieved parties, fines, and interest provided under this Chapter 14.27 are cumulative
9 and are not intended to be exclusive of any other available remedies, penalties, fines and
10 procedures. Pursuant to subsection 14.27.160.C.3, the Director may specify that ~~all~~ civil
11 penalties and fines are due to the aggrieved party rather than due to the Agency.

12 1. The amounts of all civil penalties, penalties payable to aggrieved parties, and
13 fines contained in this Section 14.27.170 shall be increased annually to reflect the rate of
14 inflation and calculated to the nearest cent on January 1 of each year. The Agency shall
15 determine the amounts and file a schedule of such amounts with the City Clerk.

16 2. If a violation is ongoing when the Agency receives a complaint or opens an
17 investigation, the Director may order payment of unpaid compensation plus interest that accrues
18 after receipt of the complaint or after the investigation opens and before the date of the Director's
19 Order.

20 3. Interest shall accrue from the date the unpaid compensation was first due at 12
21 percent annum, or the maximum rate permitted under RCW 19.52.020.

1 4. If there is a remedy due to an aggrieved party, the Director may waive part or
2 all of the amount of civil penalties due to the Agency based on timely payment of the full remedy
3 due to the aggrieved party.

4 a. The Director may waive the total amount of civil penalties due to the
5 Agency if the Director determines that the respondent paid the full remedy due to the aggrieved
6 party within ten days of service of the Director's Order.

7 b. The Director may waive half the amount of civil penalties and fines due
8 to the Agency if the Director determines that the respondent paid the full remedy due to the
9 aggrieved party within 15 days of service of the Director's Order.

10 c. The Director shall not waive any amount of civil penalties and fines due
11 to the Agency if the Director determines that the respondent has not paid the full remedy due to
12 the aggrieved party after 15 days of service of the Director's Order.

13 5. When determining the amount of liquidated damages, civil penalties, penalties
14 payable to aggrieved parties, and fines due under this Section 14.27.170, for a settlement
15 agreement or Director's Order, including but not limited to the mitigation of civil penalties and
16 fines due to the Agency for timely payment of remedy due to an aggrieved party under
17 subsection 14.27.170.A.4, the Director shall consider:

18 a. The total amount of unpaid compensation, liquidated damages,
19 penalties, fines, and interest due;

20 b. The nature and persistence of the violations;

21 c. The extent of the respondent's culpability;

22 d. The substantive or technical nature of the violations;

23 e. The size, revenue, and human resources capacity of the respondent;

- f. The circumstances of each situation;
- g. The amounts of penalties in similar situations; and
- h. Other factors pursuant to rules issued by the Director.

B. A respondent found to be in violation of this Chapter 14.27 shall be liable for full payment of unpaid compensation plus interest in favor of the aggrieved party under the terms of this Chapter 14.27, and other equitable relief.

1. For a first violation of this Chapter 14.27, the Director may assess liquidated damages in an additional amount of up to twice the unpaid compensation.

2. For subsequent violations of this Chapter 14.27, the Director shall assess an amount of liquidated damages in an additional amount of twice the unpaid compensation.

3. For purposes of establishing a first and subsequent violation for this Section 14.27.170, the violation must have occurred within ten years of the settlement agreement or Director's Order.

C. A respondent found to be in violation of this Chapter 14.27 for retaliation under Section 14.27.120 shall be subject to any appropriate relief at law or equity including, but not limited to, reinstatement of the aggrieved party, front pay in lieu of reinstatement with full payment of unpaid compensation plus interest in favor of the aggrieved party under the terms of this Chapter 14.27, and liquidated damages in an additional amount of up to twice the unpaid compensation. The Director also shall order the imposition of a penalty payable to the aggrieved party of up to \$5,000.

D. A respondent found to be in violation of this Chapter 14.27 shall be subject to civil penalties. Pursuant to subsection 14.27.160.C.3, the Director may specify that civil penalties are due to the aggrieved party rather than due to the Agency.

1 1. For a first violation of this Chapter 14.27, the Director may assess a civil
2 penalty of up to \$500 per aggrieved party.

3 2. For a second violation of this Chapter 14.27, the Director shall assess a civil
4 penalty of up to \$1,000 per aggrieved party, or an amount equal to ten percent of the total
5 amount of unpaid compensation, whichever is greater.

6 3. For a third or any subsequent violation of this Chapter 14.27, the Director shall
7 assess a civil penalty of up to \$5,000 per aggrieved party, or an amount equal to ten percent of
8 the total amount of unpaid compensation, whichever is greater. The maximum civil penalty for a
9 violation of this Chapter 14.27 shall be \$20,000 per aggrieved party, or an amount equal to ten
10 percent of the total amount of unpaid compensation, whichever is greater.

11 4. For purposes of this Section 14.27.170, a violation is a second, third, or
12 subsequent violation if the respondent has been a party to one, two, or more than two settlement
13 agreements, respectively, stipulating that a violation has occurred; and/or one, two, or more than
14 two Director's Orders, respectively, have issued against the respondent in the ten years preceding
15 the date of the violation; otherwise, it is a first violation.

16 E. For the following violations, the Director may assess a fine up to the amounts set forth
17 below:

Violation	Fine
Failure to comply with the prohibition against requiring an employee to perform room cleanings totaling more than the maximum floor space allowed by Section 14.27.050	\$500 per aggrieved party
Failure to obtain an employee's valid consent to clean more than the allowable maximum floor space as required by subsection 14.27.050.D	\$500 per aggrieved party
Failure to compensate the employee at <u>least three one and one-half</u> times the employee's normal hourly rate <u>for the actual amount of time during the workday when the</u> when the employee cleans more than the	\$500 per aggrieved party

maximum floor space allowed as required by under subsection 14.27.050.E	
Failure to provide employees with written notice of rights under Section 14.27.100	\$500
Failure to maintain records for three years under Section 14.27.110	\$500 per missing record
Failure to comply with prohibitions against retaliation for exercising rights protected under Section 14.27.120	\$1,000 per aggrieved party
Failure to provide notice of investigation to employees under subsection 14.27.150.B.2	\$500
Failure to provide notice of failure to comply with final order to the public under subsection 14.27.210.A.1	\$500

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2 The fine amounts shall be increased cumulatively by 50 percent of the fine for each preceding
3 violation for each subsequent violation of the same provision by the same employer or person
4 within a ten year period. The maximum amount that may be imposed in fines in any one year
5 period for each type of violation listed above is \$5,000 unless a fine for retaliation is issued, in
6 which case the maximum amount is \$20,000.

7 F. A respondent who willfully hinders, prevents, impedes, or interferes with the Director
8 or Hearing Examiner in the performance of their duties under this Chapter 14.27 shall be subject
9 to a civil penalty of not less than \$1,000 and not more than \$5,000.

10 G. In addition to the unpaid compensation, penalties, fines, liquidated damages, and
11 interest, the Agency may assess against the respondent in favor of the City reasonable costs
12 incurred in enforcing this Chapter 14.27, including but not limited to reasonable attorney's fees.

13 H. An employer that is the subject of a settlement agreement stipulating that a violation
14 shall count for debarment, or final order for which all appeal rights have been exhausted, shall
15 not be permitted to bid, or have a bid considered, on any City contract until such amounts due
16 under the final order have been paid in full to the Director. If the employer is the subject of a
17 final order two times or more within a five-year period, the employer shall not be allowed to bid

1 on any City contract for two years. This subsection 14.27.170.H shall be construed to provide
2 grounds for debarment separate from, and in addition to, those contained in Chapter 20.70 and
3 shall not be governed by that chapter, provided that nothing in this subsection 14.27.170.H shall
4 be construed to limit the application of Chapter 20.70. The Director shall notify the Director of
5 Finance and Administrative Services of all employers subject to debarment under this subsection
6 14.27.170.H.

7 **14.27.180 Appeal period and failure to respond**

8 A. An employee or other person who claims an injury as a result of an alleged violation
9 of this Chapter 14.27 may appeal the Determination of No Violation Shown, pursuant to the
10 rules of the Director.

11 B. A respondent may appeal the Director's Order, including all remedies issued pursuant
12 to Section 14.27.170, by requesting a contested hearing before the Hearing Examiner in writing
13 within 15 days of service of the Director's Order. If a respondent fails to appeal the Director's
14 Order within 15 days of service, the Director's Order shall be final. If the last day of the appeal
15 period so computed is a Saturday, Sunday, or federal or City holiday, the appeal period shall run
16 until 5 p.m. on the next business day.

17 **14.27.190 Appeal procedure and failure to appear**

18 A. Contested hearings shall be conducted pursuant to the procedures for hearing
19 contested cases contained in Section 3.02.090 and the rules adopted by the Hearing Examiner for
20 hearing contested cases. The review shall be conducted de novo and the Director shall have the
21 burden of proof by a preponderance of the evidence before the Hearing Examiner. Upon
22 establishing such proof, the remedies and penalties imposed by the Director shall be upheld
23 unless it is shown that the Director abused discretion. Failure to appear for a contested hearing

1 will result in an order being entered finding that the employer committed the violation stated in
2 the Director's Order. For good cause shown and upon terms the Hearing Examiner deems just,
3 the Hearing Examiner may set aside an order entered upon a failure to appear.

4 B. In all contested cases, the Hearing Examiner shall enter an order affirming, modifying,
5 or reversing the Director's Order.

6 **14.27.200 Appeal from Hearing Examiner order**

7 A. The respondent may obtain judicial review of the decision of the Hearing Examiner by
8 applying for a Writ of Review in the King County Superior Court within 30 days from the date
9 of the decision in accordance with the procedure set forth in chapter 7.16 RCW, other applicable
10 law, and court rules.

11 B. The decision of the Hearing Examiner shall be final and conclusive unless review is
12 sought in compliance with this Section 14.27.200.

13 **14.27.210 Failure to comply with final order**

14 A. If a respondent fails to comply within 30 days of service of any settlement agreement
15 with the Agency, or with any final order issued by the Director or the Hearing Examiner for
16 which all appeal rights have been exhausted, the Agency may pursue, but is not limited to, the
17 following measures to secure compliance:

18 1. The Director may require the respondent to post public notice of the
19 respondent's failure to comply in a form and manner determined by the Agency.

20 2. The Director may refer the matter to a collection agency. The cost to the City
21 for the collection services will be assessed as costs, at the rate agreed to between the City and the
22 collection agency, and added to the amounts due.

1 3. The Director may refer the matter to the City Attorney for the filing of a civil
2 action in any court of competent jurisdiction to enforce such order or to collect amounts due. In
3 the alternative, the Director may seek to enforce a settlement agreement, a Director's Order, or a
4 final order of the Hearing Examiner under Section 14.27.220.

5 4. The Director may request that the City's Department of Finance and
6 Administrative Services deny, suspend, refuse to renew, or revoke any business license held or
7 requested by the employer or person until such time as the employer complies with the remedy
8 as defined in the settlement agreement or final order. The City's Department of Finance and
9 Administrative Services shall have the authority to deny, refuse to renew, or revoke any business
10 license in accordance with this subsection 14.27.210.A.4.

11 B. No respondent that is the subject of a settlement agreement or final order issued under
12 this Chapter 14.27 shall quit business, sell out, exchange, convey, or otherwise dispose of the
13 respondent's business or stock of goods without first notifying the Agency and without first
14 notifying the respondent's successor of the amounts owed under the settlement agreement or final
15 order at least three business days prior to such transaction. At the time the respondent quits
16 business, or sells out, exchanges, or otherwise disposes of the respondent's business or stock of
17 goods, the full amount of the remedy, as defined in the settlement agreement or the final order
18 issued by the Director or the Hearing Examiner, shall become immediately due and payable. If
19 the amount due under the settlement agreement or final order is not paid by respondent within
20 ten days from the date of such sale, exchange, conveyance, or disposal, the successor shall
21 become liable for the payment of the amount due, provided that the successor has actual
22 knowledge of the order and the amounts due or has prompt, reasonable, and effective means of
23 accessing and verifying the fact and amount of the order and the amounts due. The successor

1 shall withhold from the purchase price a sum sufficient to pay the amount of the full remedy.

2 When the successor makes such payment, that payment shall be deemed a payment upon the
3 purchase price in the amount paid, and if such payment is greater in amount than the purchase
4 price the amount of the difference shall become a debt due such successor from the employer.

5 **14.27.220 Debt owed The City of Seattle**

6 A. All monetary amounts due under a settlement agreement or Director's Order shall be a
7 debt owed to the City and may be collected in the same manner as any other debt in like amount,
8 which remedy shall be in addition to all other existing remedies, provided that amounts collected
9 by the City for unpaid compensation, liquidated damages, penalties payable to aggrieved parties,
10 or front pay shall be held in trust by the City for the aggrieved party and, once collected by the
11 City, shall be paid by the City to the aggrieved party.

12 B. If a respondent fails to appeal a Director's Order to the Hearing Examiner within the
13 time period set forth in subsection 14.27.180.B the Director's Order shall be final, and the
14 Director may petition the Seattle Municipal Court to enforce the Director's Order by entering
15 judgment in favor of the City finding that the respondent has failed to exhaust its administrative
16 remedies and that all amounts and relief contained in the order are due. The Director's Order
17 shall constitute prima facie evidence that a violation occurred and shall be admissible without
18 further evidentiary foundation. Any certifications or declarations authorized under RCW
19 9A.72.085 containing evidence that the respondent has failed to comply with the order or any
20 parts thereof, and is therefore in default, or that the respondent has failed to appeal the Director's
21 Order to the Hearing Examiner within the time period set forth in subsection 14.27.180.B and
22 therefore has failed to exhaust the respondent's administrative remedies, shall also be admissible
23 without further evidentiary foundation.

1 C. If a respondent fails to obtain judicial review of an order of the Hearing Examiner
2 within the time period set forth in subsection 14.27.200.A, the order of the Hearing Examiner
3 shall be final, and the Director may petition the Seattle Municipal Court to enforce the Director's
4 Order by entering judgment in favor of the City for all amounts and relief due under the order of
5 the Hearing Examiner. The order of the Hearing Examiner shall constitute conclusive evidence
6 that the violations contained therein occurred and shall be admissible without further evidentiary
7 foundation. Any certifications or declarations authorized under RCW 9A.72.085 containing
8 evidence that the respondent has failed to comply with the order or any parts thereof, and is
9 therefore in default, or that the respondent has failed to avail itself of judicial review in
10 accordance with subsection 14.27.200.A, shall also be admissible without further evidentiary
11 foundation.

12 D. In considering matters brought under subsections 14.27.220.B and 14.27.220.C, the
13 Municipal Court may include within its judgment all terms, conditions, and remedies contained
14 in the Director's Order or the order of the Hearing Examiner, whichever is applicable, that are
15 consistent with the provisions of this Chapter 14.27.

16 **14.27.230 Private right of action**

17 A. Any person or class of persons that suffers injury as a result of a violation of this
18 Chapter 14.27 or is the subject of prohibited retaliation under Section 14.27.120 may bring an
19 action in a court of competent jurisdiction against the employer or other person violating this
20 Chapter 14.27 and, upon prevailing, may be awarded reasonable attorney's fees and costs and
21 such legal or equitable relief as may be appropriate to remedy the violation including, without
22 limitation, the payment of any unpaid compensation plus interest due to the person and
23 liquidated damages in an amount up to twice the unpaid compensation; a penalty payable to any

1 aggrieved party of no less than \$100 and not more than \$1000 for each day the employer was in
2 violation. Interest shall accrue from the date the unpaid compensation was first due at 12
3 percent per annum, or the maximum rate permitted under RCW 19.52.020.

4 B. For purposes of this Section 14.27.230, "person" includes any entity a member of
5 which has suffered injury or retaliation, or any other individual or entity acting on behalf of an
6 aggrieved party that has suffered injury or retaliation.

7 C. For purposes of determining membership within a class of persons entitled to bring an
8 action under this Section 14.27.230, two or more employees are similarly situated if they:

- 9 1. Are or were employed by the same employer or employers, whether
10 concurrently or otherwise, at some point during the applicable statute of limitations period,
11 2. Allege one or more violations that raise similar questions as to liability, and
12 3. Seek similar forms of relief.

13 D. For purposes of subsection 14.27.230.C, employees shall not be considered dissimilar
14 solely because their:

- 15 1. Claims seek damages that differ in amount, or
16 2. Job titles or other means of classifying employees differ in ways that are
17 unrelated to their claims.

18 E. An order issued by the court may include a requirement for an employer to submit a
19 compliance report to the court and to the City.

20 **14.27.235 Collective bargaining agreement**

21 A. The requirements of this Chapter 14.27 shall not apply to any employees covered by a
22 bona fide collective bargaining agreement to the extent that such requirements are expressly
23 waived in the collective bargaining agreement, or in an addendum to an existing agreement

1 including an agreement that is open for negotiation, in clear and unambiguous terms provided,
2 however, that in either case, the agreement must be ratified by the employees and must have
3 alternative safeguards that meet the public policy goals of this Chapter 14.27.

4 B. Any waiver by an individual employee of any provisions of this Chapter 14.27 shall
5 be deemed contrary to public policy and shall be void and unenforceable.

6 **14.27.240 Other legal requirements**

7 This Chapter 14.27 provides hotel employee protection requirements and shall not be construed
8 to preempt, limit, or otherwise affect the applicability of any other law, regulation, requirement,
9 policy, or standard that provides for greater protections; and nothing in this Chapter 14.27 shall
10 be interpreted or applied so as to create any power or duty in conflict with federal or state law.

11 Nor shall this Chapter 14.27 be construed to preclude any person aggrieved from seeking judicial
12 review of any final administrative decision or order made under this Chapter 14.27 affecting
13 such person.

14 **14.27.250 Severability**

15 The provisions of this Chapter 14.27 are declared to be separate and severable. If any clause,
16 sentence, paragraph, subdivision, section, subsection, or portion of this Chapter 14.27, or the
17 application thereof to any employer, employee, or circumstance, is held to be invalid, it shall not
18 affect the validity of the remainder of this Chapter 14.27 or the validity of its application to other
19 persons or circumstances.

20 **14.27.260 Effective date**

21 The provisions of this Chapter 14.27 shall take effect on ~~January~~July 1, 2020.

22 Section 2. Section 3.15.000 of the Seattle Municipal Code, last amended by Ordinance
23 125684, is amended as follows:

1 **3.15.000 Office of Labor Standards created – Functions**

2 There is created within the Executive Department an Office of Labor Standards, under the
3 direction of the Mayor. The mission of the Office of Labor Standards is to advance labor
4 standards through thoughtful community and business engagement, strategic enforcement and
5 innovative policy development, with a commitment to race and social justice. The Office of
6 Labor Standards seeks to promote greater economic opportunity and further the health, safety,
7 and welfare of employees; support employers in their implementation of labor standards
8 requirements; and end barriers to workplace equity for women, communities of color,
9 immigrants and refugees, and other vulnerable workers.

10 The functions of the Office of Labor Standards are as follows:

- 11 A. Promoting labor standards through outreach, education, technical assistance, and
12 training for employees and employers;
- 13 B. Collecting and analyzing data on labor standards enforcement;
- 14 C. Partnering with community, businesses, and workers for stakeholder input and
15 collaboration;
- 16 D. Developing innovative labor standards policy;
- 17 E. Administering and enforcing City of Seattle ordinances relating to minimum wage,
18 and minimum compensation (Chapter 14.19), paid sick and safe time (Chapter 14.16), use of
19 criminal history in employment decisions (Chapter 14.17), wage and tip compensation
20 requirements (Chapter 14.20), secure scheduling (Chapter 14.22), protecting hotel employees
21 from injury (Chapter 14.27), commuter benefits (Chapter 14.30), and other labor standards
22 ordinances the City may enact in the future.

1 Section 3. Subsection 6.208.020.A of the Seattle Municipal Code, which section was last
2 amended by Ordinance 125684, is amended as follows:

3 **6.208.020 Denial, revocation of, or refusal to renew business license**

4 A. In addition to any other powers and authority provided under this Title 6, the Director,
5 or the Director's designee, has the power and authority to deny, revoke, or refuse to renew any
6 business license issued under the provisions of this Chapter 6.208. The Director, or the Director's
7 designee, shall notify such applicant or licensee in writing by mail of the denial, revocation of, or
8 refusal to renew the license and on what grounds such a decision was based. The Director may
9 deny, revoke, or refuse to renew any license issued under this Chapter 6.208 on one or more of
10 the following grounds:

- 11 1. The license was procured by fraud or false representation of fact.
- 12 2. The licensee has failed to comply with any provisions of this Chapter 6.208.
- 13 3. The licensee has failed to comply with any provisions of Chapters 5.32, 5.35,
14 5.40, 5.45, 5.46, 5.48, 5.50, or 5.52.
- 15 4. The licensee is in default in any payment of any license fee or tax under Title 5
16 or Title 6.
- 17 5. The property at which the business is located has been determined by a court to
18 be a chronic nuisance property as provided in Chapter 10.09.
- 19 6. The applicant or licensee has been convicted of theft under subsection
20 12A.08.060.A.4 within the last ten years.
- 21 7. The applicant or licensee is a person subject within the last ten years to a court
22 order entering final judgment for violations of chapters 49.46, 49.48, or 49.52 RCW, or 29

1 U.S.C. 206 or 29 U.S.C. 207, and the judgment was not satisfied within 30 days of the later of
2 either:

3 a. The expiration of the time for filing an appeal from the final judgment
4 order under the court rules in effect at the time of the final judgment order; or

5 b. If a timely appeal is made, the date of the final resolution of that appeal
6 and any subsequent appeals resulting in final judicial affirmation of the findings of violations of
7 chapters 49.46, 49.48, or 49.52 RCW, or 29 U.S.C. 206 or 29 U.S.C. 207.

8 8. The applicant or licensee is a person subject within the last ten years to a final
9 and binding citation and notice of assessment from the Washington Department of Labor and
10 Industries for violations of chapters 49.46, 49.48, or 49.52 RCW, and the citation amount and
11 penalties assessed therewith were not satisfied within 30 days of the date the citation became
12 final and binding.

13 9. Pursuant to subsections 14.16.100.A.4, 14.17.075.A, 14.19.100.A.4,
14 14.20.080.A.4, 14.22.115.A.4, 14.27.210.A.4 and 14.30.180.A.4, the applicant or licensee has
15 failed to comply, within 30 days of service of any settlement agreement, with any final order
16 issued by the Director of the Office of Labor Standards, or any final order issued by the Hearing
17 Examiner under Chapters 14.16, 14.17, 14.19, 14.20, 14.22, 14.27, and 14.30, for which all
18 appeal rights have been exhausted, and the Director of the Office of Labor Standards has
19 requested that the Director deny, refuse to renew, or revoke any business license held or
20 requested by the applicant or licensee. The denial, refusal to renew, or revocation shall remain in
21 effect until such time as the violation(s) under Chapters 14.16, 14.17, 14.19, 14.20, 14.22, 14.27,
22 and 14.30 are remedied.

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10. The business is one that requires an additional license under this Title 6 and
the business does not hold that license.

11. The business has been determined under a separate enforcement process to be
operating in violation of law.

* * *

Section 4. If any section or subsection of the Seattle Municipal Code affected by this
ordinance is amended by ordinance without reference to amendments made by this ordinance,
each ordinance shall be given effect to the extent that the amendments do not conflict in purpose,
and the code reviser may publish the section or subsection in the official code with all
amendments incorporated therein.

* * *

1 Section 5. This ordinance shall take effect and be in force 30 days after its approval by
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4 Passed by the City Council the _____ day of _____, 2019,
5 and signed by me in open session in authentication of its passage this _____ day of
6 _____, 2019.

7 _____
8 President _____ of the City Council

9 Approved by me this _____ day of _____, 2019.

10 _____
11 Jenny A. Durkan, Mayor

12 Filed by me this _____ day of _____, 2019.

13 _____
14 Monica Martinez Simmons, City Clerk

15 (Seal)