



Legislation Text

File #: CB 119499, Version: 2

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to paid sick and safe time; extending paid sick and safe time to the employees of Seattle School District No. 1; and amending Section 14.16.010 of the Seattle Municipal Code.

WHEREAS, Seattle created Chapter 14.16 of the Seattle Municipal Code in 2015 by enacting Ordinance 124960 (the “Paid Sick and Safe Time Ordinance”) in 2015; and

WHEREAS, Chapter 14.16 currently exempts all local jurisdictions with employees working in Seattle aside from The City of Seattle (City) itself; and

WHEREAS, the City has an interest in promoting the health and safety of all Seattle residents and individuals who work in the City and in the economic stability of its workforce; and

WHEREAS, maintaining uniformity in labor standards helps Seattle business owners understand their rights and responsibilities; and

WHEREAS, the City wishes to extend enforcement and other protections provided under Chapter 14.16 to the employees of the Seattle School District No. 1, King County, State of Washington; NOW,

THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Section 14.16.010 of the Seattle Municipal Code, last amended by Ordinance 125499, is amended as follows:

14.16.010 Definitions

* * *

"Employee" means any individual employed by an employer, including but not limited to full-time employees, part-time employees, and temporary workers, except for anyone who is, defined by RCW 28A.150.203 as amended, certificated administrative staff, certificated employees, or certificated instructional staff of Seattle School District No. 1. An alleged employer bears the burden of proof that the individual is, as a matter of economic reality, in business for oneself (i.e. independent contractor) rather than dependent upon the alleged employer.

"Employer" means any individual, partnership, association, corporation, business trust, or any entity, person or group of persons, or a successor thereof, that employs another person and includes any such entity or person acting directly or indirectly in the interest of an employer in relation to an employee.

1. More than one entity may be the "employer" if employment by one employer is not completely disassociated from employment by the other employer.

2. For purposes of this Chapter 14.16, "employer" does not include any of the following:

- a. The United States government;
- b. The State of Washington, including any office, department, agency, authority, institution, association, society, or other body of the state, including the legislature and the judiciary;
- c. Any county or local government other than the City and Seattle School District No. 1.

* * *

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

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

President _____ of the City Council

Approved by me this _____ day of _____, 2019.

Jenny A. Durkan, Mayor

Filed by me this _____ day of _____, 2019.

Monica Martinez Simmons, City Clerk

(Seal)