

# Seattle Office of Labor Standards

February 2026

Office of Labor Standards



# OLS Mission

## 18 3.15.000 Office of Labor Standards created—Functions

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



# Seattle is a Welcoming City

We believe in inclusion, equity, and accessibility.

Immigrants and refugees are welcome at the Office of Labor Standards.

We are committed to serving all workers and businesses.

City employees do not ask about citizenship.

We serve all residents regardless of immigration status.



# Ordinances Enforced by OLS



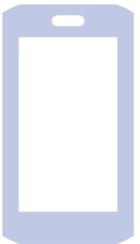
## General Applicability

- Fair Chance Employment
- Commuter Benefits
- Minimum Wage
- Wage Theft
- Paid Sick & Safe Time
- Independent Contractor Protections



## Industry Specific

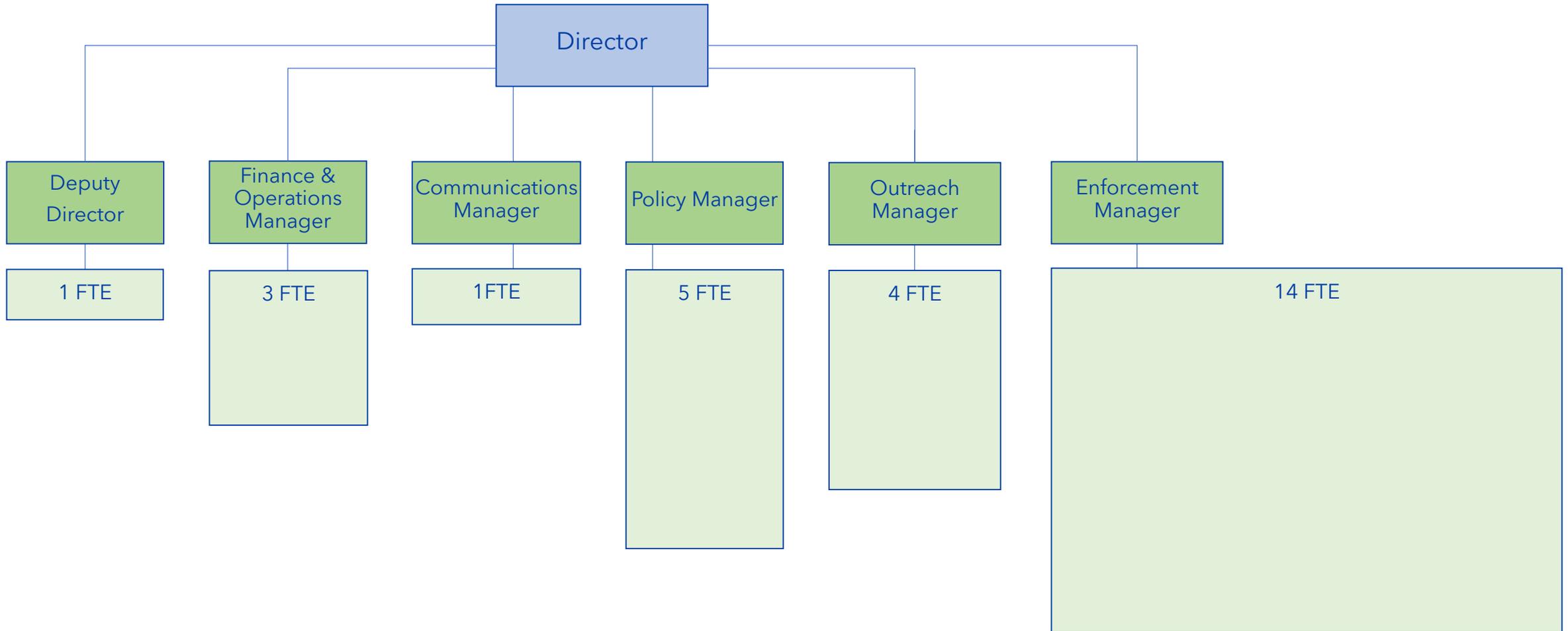
- Domestic Worker Ordinance
- Secure Scheduling
- Hotel Employee Protections (4 laws)
- Cannabis Employee Job Retention



## New Forms of Work

- ABW Paid Sick & Safe Time
- ABW Minimum Payment
- ABW Deactivation Rights

# Operations



# Budget Overview

Budget Summary	
General Fund Support	\$8,455,713 (84%)
<i>Office of Labor Standards Operations</i>	<i>\$6,432,713</i>
<i>Community Outreach &amp; Educating Fund</i>	<i>\$1,233,000</i>
<i>Business Outreach &amp; Education Fund</i>	<i>\$790,000</i>
Network Company License (NCL) Fee Support	\$1,606,698 (16%)
<i>NCL Fee - Operations</i>	<i>\$1,339,698</i>
<i>NCL Fee – App-based Worker Community Outreach &amp; Education Fund</i>	<i>\$267,000</i>
<b>Total 2026 Budget (General Fund + Fee)</b>	<b>\$10,062,411</b>



# Key Strategies



# Community Partnership

- Funded partnerships: Community Outreach & Education Fund (COEF); Business Outreach & Education Fund (BOEF); one-time opportunities
- Independent Advisory Bodies: Labor Standards Advisory Commission (LSAC); Domestic Worker Standards Board (DWSB)
- Door-to-door outreach



# Tailored Business Outreach & Support

- Funded partnerships (BOEF)
- Industry-specific outreach & education
- Customized compliance assistance
- Collaboration with other City agencies



# Strategic Enforcement

- Company-wide investigations
- Compliance letters
- Co-enforcement with partner organizations
- Collaboration with state agencies



# 2025 Enforcement Highlights

**2025**

Total Assessed: \$21.5m  
Workers Impacted:  
33,269

**2017-2025**

Total Assessed: \$66.4m  
Workers Impacted:  
123,389

**The Seattle Times** Aug. 26, 2025

## Uber Eats agrees to \$15 million settlement with Seattle

**MYNORTHWEST**

### Hundreds of Climate Pledge Arena concession workers to get back pay after city investigation

Apr 2, 2025, 9:36 AM | Updated: 11:11 am

Din Tai Fung to pay nearly \$600K in Seattle labor law settlement June 18, 2025



### HANDY TECHNOLOGIES SETTLES WITH SEATTLE LABOR OFFICE FOR \$135K OVER DOMESTIC WORKERS ORDINANCE VIOLATIONS



By Aisha Mahmoud

Published on December 01, 2025

Amazon to pay out \$3 million over alleged labor violations against Seattle gig workers December 3, 2025

# Continuous Learning

- Strategic framework and department-wide priority setting
- Shared learning with regional and national networks of enforcement agencies and researchers
- Cross-department partnerships
- Leveraging expanded data capacity to evaluate our work and drive impact



# What does success look like?



# Thank you!



**Seattle**  
Office of Labor Standards

