



Labor Standards Advisory Commission **Comisión Asesora de Normas Laborales**

Human Services, Labor, and Economic Development Committee
Comité de Servicios Humanos, Trabajo y Desarrollo Económico

April 17, 2026

17 de abril de 2026

Outline / Esquema



**Overview and
History**
Visión general e
historia



**Composition and
Recruitment**
Composición y
reclutamiento



2026 Priorities
Prioridades para
2026



**Conversation with
The Committee**
Conversación con el
comité

Overview and History

- Established in 2016
- Representing businesses, labor, and community
- *"...advise the Office of Labor Standards, Mayor, City Council, and other City departments with respect to matters affecting labor standards generally and wages, working conditions, safety, and health of workers specifically. The Commission will provide input and feedback to the Director of the Office of Labor Standards on the implementation of labor standards ordinances. The Commission will recommend efforts to achieve workplace equity for women, communities of color, immigrants and refugees, and other vulnerable workers." SMC 3.15.010*

Overview and History

- **First cohorts:**

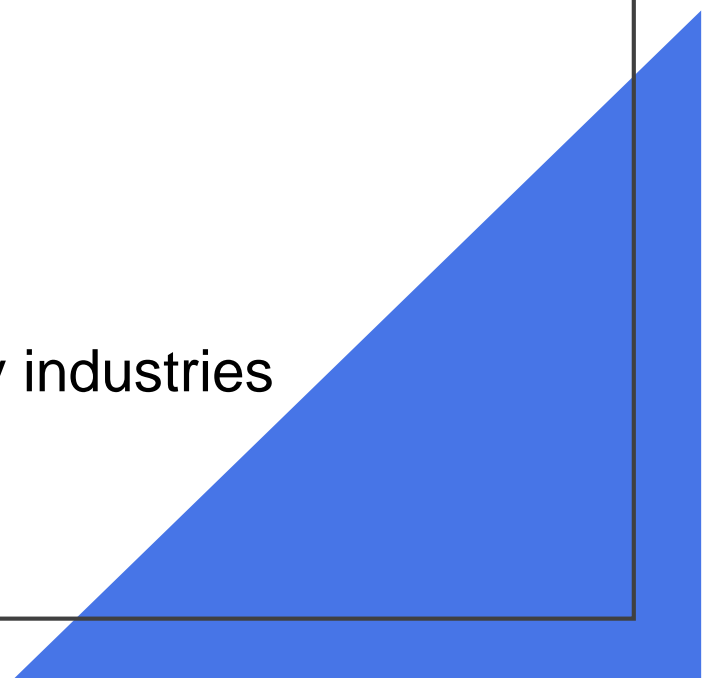
- Participated in the legislative and rulemaking processes for Seattle's first labor standards ordinances as key stakeholders representing various interest groups
- Provided guidance, which substantially shaped OLS enforcement protocol and its vision towards Strategic Enforcement

- **The following cohorts:**

- Studied labor issues and reported the findings and policy solutions to City council upon council members' requests, some of which grew into legislation (e.g. Independent Contractor Protection Ordinance)
- Provided suggestions on OLS outreach approaches during the COVID-19 pandemic

Composition and Recruitment

- 15 positions representing business, labor, and community
- **Current openings:**
 - 1 council appointment
 - 2 mayoral appointments
 - 1 commissioner appointment
- **Hoping to recruit:**
 - Worker
 - Medium-sized businesses in restaurant or hospitality industries
 - Immigrant communities



Prioridades 2026

Protecciones para los trabajadores y las pequeñas empresas en respuesta a la aplicación federal de la inmigración

- **Capacitación Conozca Sus Derechos en 2025, en colaboración con la Junta de Normas para Trabajadores Domésticos (DWSB)**
 - Audiencias mixtas de trabajadores y empresas
 - Justicia lingüística
 - Personal de OLS: el compromiso de OLS con los inmigrantes y refugiados
 - Abogados de inmigración: derechos de empleadores y trabajadores frente a la aplicación de la ley migratoria

Prioridades 2026

Protecciones para los trabajadores y las pequeñas empresas en respuesta a la aplicación federal de la inmigración

- Preguntas y preocupaciones restantes:
 - Cómo los empleadores o entidades contratantes protegen a los TH.
 - Cómo las grandes plataformas de trabajo temporal protegen a los trabajadores freelance
 - ¿Qué sucede cuando los trabajadores, ya sean trabajadores por encargo o empleados, son arrestados camino al trabajo.
 - Qué puede hacer la ciudad para apoyar a los trabajadores y a las pequeñas empresas en medio de las inestabilidades e interrupciones causadas por la aplicación

2026 Priorities

Stable funding stream for OLS

- **OLS 2025 Impact Highlights:**

- \$21.65 million assessed in investigations, and 33,269 workers impacted
- 3,998 workers trained by our Community Outreach and Education Fund (COEF) partners
- 7,481 businesses engaged in education activities by our Business Outreach and Education Fund (BOEF) partners

- **OLS has not been able to operate at their full capacity to carry out their full mission. We believe more consistent funding is key**

- Mayor's Transitional Team's recognition and recommendation to meet enforcement and resource capacity.

2026 Priorities

Stable funding stream for OLS

- **But there are deficits:**

- Not enough staffing. HR has allotted 43 FTEs, only 38 funded in 2026.
- Not enough discretionary money
 - Sources of funding are specifically earmarked
 - For example, the network company licensing fee is restricted to only support the app-based worker legislation
- City departments have been asked to propose how they can cut 5-10% from their budget.

- **Alternative Approach/Possible Solution**

- Other jurisdictions (i.e. OR, CA, IL states) established funds which come from payroll tax or civil penalties of violators to fund labor violation enforcement.

2026 Priorities

Areas beyond labor standards and OLS scope but advance labor rights

- Restraining predatory commercial leasing practices which harm small businesses and workers
- Capping commissions for gig platforms
- Impacts of AI in the workplace
- And more



Thank you!