



SEATTLE CITY COUNCIL

Governance, Accountability, and Economic Development Committee

Agenda

Thursday, June 26, 2025

2:00 PM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Sara Nelson, Chair
Robert Kettle, Vice-Chair
Joy Hollingsworth, Member
Maritza Rivera, Member
Mark Solomon, Member

Chair Info: 206-684-8809; Sara.Nelson@seattle.gov

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SEATTLE CITY COUNCIL
**Governance, Accountability, and Economic
Development Committee**
Agenda
June 26, 2025 - 2:00 PM

Meeting Location:

Council Chamber, City Hall , 600 4th Avenue , Seattle, WA 98104

Committee Website:

seattle.gov/council/committees/governance-accountability-and-economic-development

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at

<https://www.seattle.gov/council/committees/public-comment>

Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Pursuant to Council Rule VI.C.10, members of the public providing public comment in Chambers will be broadcast via Seattle Channel.

Please submit written comments to all Councilmembers at least four hours prior to the meeting at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104.

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

D. Items of Business

1. [Appt 03145](#) **Appointment of Kai Smith as member, Seattle Ethics and Elections Commission, for a term to December 31, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote (00 minutes)

Presenter: Wayne Barnett, Executive Director, Seattle Ethics and Elections Commission

2. [Appt 03212](#) **Reappointment of Marissa G. Baker as member, Labor Standards Advisory Commission, for a term to April 30, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Diana Salazar, Office of Labor Standards

3. [Appt 03213](#) **Reappointment of Greg P. Ramirez as member, Labor Standards Advisory Commission, for a term to April 30, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Diana Salazar, Office of Labor Standards

4. [Appt 03214](#) **Reappointment of Amanda Powter as member, Labor Standards Advisory Commission, for a term to April 30, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Diana Salazar, Office of Labor Standards

5. [Appt 03215](#) **Reappointment of Samuel Hilbert as member, Labor Standards Advisory Commission, for a term to April 30, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Diana Salazar, Office of Labor Standards

6. **Brick and Mortar Retail Roundtable Discussion**
Briefing and Discussion

Presenters: Alesha Shemwell, Washington Retail Association; City Attorney Ann Davison, City Attorney's Office; Janel Jensen, Pacific Place - BH Properties; Jon Scholes, Downtown Seattle Association; Laura Best, Nordstrom; Midge McCauley, Downtown Works

E. Adjournment



Legislation Text


File #: Appt 03145, **Version:** 1

Appointment of Kai Smith as member, Seattle Ethics and Elections Commission, for a term to December 31, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Kai Smith</i>		
Board/Commission Name: <i>Seattle Ethics and Elections Commission</i>		Position Title: <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * 1/1/2025 to 12/31/2027 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Meadowbrook</i>	Zip Code: <i>98125</i>	Contact Phone No.: [REDACTED]
Background: <i>Kai Smith is a litigation partner at Pacifica Law Group. He represents clients on a broad range of issues, focusing on public entity representation, constitutional law, public policy and political law, and complex commercial disputes. Clients trust Kai with their complex legal issues, and he regularly represents clients in high-profile matters.</i> <i>In addition to his litigation practice, Kai also provides general counsel and strategic advice to help clients address important and sensitive issues, particularly in the areas of municipal law, legislation, statutory and regulatory compliance, business strategy, and public records.</i>		
Authorizing Signature (original signature):  Date Signed (appointed): April 16th, 2025		Appointing Signatory: <i>Bruce A. Harrell</i> <i>Mayor of Seattle</i>

*Term begin and end date is fixed and tied to the position and not the appointment date.

EXPERIENCE

Pacifica Law Group, Seattle, WA

2018-present

Partner (2023-present)

Associate (2018-2022)

- Experienced civil litigator and counselor representing leading Pacific Northwest public and private entities and nonprofits, with a focus on constitutional law, public policy and legislation, and commercial disputes.
- Represent public interest advocacy organizations and political committees in litigation involving ballot measures, including all four measures that appeared on the 2024 Washington general election ballot.
- Represent Seattle-area companies in significant litigation involving contract disputes and other conflicts.
- Represent state and local officials and government entities in a variety of civil actions, including dozens of actions challenging COVID-19 emergency orders and related cases.
- Recent representative matters include serving as lead counsel in lawsuit challenging constitutionality of Washington Initiative 2066 and lead counsel in actions defending REI in multi-million dollar contract dispute.
- Provide general counsel and strategic advice to municipal, political, and nonprofit clients, particularly in the areas of public policy, political and election law, and statutory and regulatory compliance.

Covington & Burling LLP, Washington, DC

2014-2017

Associate

- Represented clients in civil and criminal litigations and proceedings before federal enforcement agencies.
- Successfully represented Expedia in obtaining clearance from the DOJ in Expedia's \$1.3 billion acquisition of Orbitz; represented leading technology company in \$1 billion federal antitrust lawsuit; successfully represented leading financial institution in MDL antitrust litigation.

COMMUNITY INVOLVEMENT

- | | |
|--|--------------|
| ▪ Board Member – Washington State Budget & Policy Center | 2023-present |
| ▪ Pro Bono Committee – Federal Bar Association of the Western District of Washington | 2023-present |
| ▪ Board Member – King County Municipal League Foundation | 2019-2024 |

HONORS

- Selected for inclusion in the “Ones to Watch” list in The Best Lawyers in America in the fields of Commercial Litigation, 2022-2025, and Appellate Practice, 2024-2025
- Selected for inclusion in Washington Rising Stars, 2022-2024

EDUCATION

Stanford Law School

J.D., with Pro Bono Distinction (2013)

Journals:

- *Stanford Law Review*, Senior Editor & Development Committee Editor
- *Stanford Law & Policy Review*, Legislative Notes Editor, Editorial Board

Seattle University

B.A. in History and Political Science, *magna cum laude* (2009)

Honors:

- Harry S. Truman Scholar
- Alpha Sigma Nu

Activities:

- University Honors Program
- Student Body President

JUDICIAL CLERKSHIP

Hon. Sidney R. Thomas, Ninth Circuit Court of Appeals, Billings, MT

2013–2014

BAR MEMBERSHIPS

Washington | Washington, D.C. | Montana (inactive) | Ninth Circuit Court of Appeals | U.S. District Courts for the Western and Eastern Districts of Washington

Seattle Ethics and Elections Commission

7 Members: Pursuant to Seattle Municipal Code 3.70.020, all members subject to City Council confirmation, 3-year terms:

- 3 Mayor- appointed
- 3 City Council- appointed
- 1 Other Appointing Authority: Commission

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	F	7	1	Member	Kristin Hawes	1/1/24	12/31/26	2	Mayor
6	M	6	2	Member	Richard Shordt	1/1/22	12/31/24	2	City Council
6	M	5	3	Member	Kai Smith	1/1/25	12/31/27	1	Mayor
2	F	3	4	Member	Vivian Vassall	1/1/25	12/31/27	1	Commission
6	M	7	5	Member	Jonathan Schirmer	1/1/23	12/31/25	1	City Council
6	M	3	6	Member	Zach Pekelis	1/1/23	12/31/25	2	Mayor
2	M	3	7	Member	Bobby Forch	1/1/24	12/31/26	1	City Council

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	1								3	0		
Council	3					1				2			
Other		1				1							
Total	5	2				2				5	0		

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary, O= Other, U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Appt 03212, **Version:** 1

Reappointment of Marissa G. Baker as member, Labor Standards Advisory Commission, for a term to April 30, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Marissa G. Baker</i>		
Board/Commission Name: <i>Labor Standards Advisory Commission</i>		Position Title: Commissioner, Position 1.
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other:		Term of Position: * 5/1/2025 to 4/30/2027 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>West Seattle</i>	Zip Code: <i>98126</i>	Contact Phone No.: [REDACTED]

**Term begin and end date is fixed and tied to the position and not the appointment date.*

Background:

Work and labor, whether compensated or uncompensated, is a universal part of the human experience. Having access to work that promotes health, safety, and wellbeing is a fundamental human right, and what I have dedicated my career to studying as a professor of occupational health at the University of Washington. Through my research, I have been able to work with a range of workers across Seattle, including but not limited to: welders, shipyard workers, construction workers, public transit operators, app-based drivers, EMTs, city and county workers, and maritime transportation workers. I have worked with employers and employees to understand physical and mental health hazards that workers encounter, as well as propose and evaluate interventions to improve worker wellbeing. The research and outreach I have done in the field of occupational health and safety not only demonstrates my interest in improving working conditions for all Seattle workers, but has also lead to positive programmatic and policy changes resulting in improved physical and mental health outcomes for workers in our city. Trained as an industrial hygienist, I have an understanding of health and safety needs across different industries and technical expertise in how to assess and control chemical, physical, and biological hazards. However, as a researcher my work most recently has focused on how work impacts mental health, stress, and ability to thrive—health impacts experienced by workers regardless of their industry. I also study the experiences and needs of women in the workplace, including in male-dominated industries such as construction and maritime. I have worked successfully with labor unions, employers, employees, and policymakers and will continue to do so in my research and outreach activities. All workers deserve a living wage, access to benefits, fair hours, clear grievance policies, the right to unionize, and a workplace free of harassment, bullying, or other forms of discrimination. These are all areas of interest of mine from a research and outreach perspective, and aspects that I emphasize in both the undergraduate and graduate level courses I teach at University of Washington. Work is a social determinant of health, and improving occupational equity is the motivating factor for why I'm excited by the opportunity to contribute to the LSAC.

I am proud to live in Seattle—a city that places an emphasis on progressive labor policies. I firmly believe that the most impactful changes to occupational health and safety regulations will be realized at the city level. Regulatory policies such as federal OSHA face considerable hurdles to meaningfully reform, making work at the city level as important as ever. Seattle has already expanded labor rights and coverages to groups such as gig workers or domestic workers who are often left out of traditional workplace safety and health regulatory frameworks, showing Seattle to be a leader in the nation for truly impactful labor policies that reach workers that may not otherwise be protected. I want to help contribute to LSAC to continue to meet the needs of a rapidly changing Seattle workforce.

In conclusion, I think I will serve a valuable role on the LSAC given my knowledge of workplace safety and health, my work in evaluation and implementation of workplace interventions, and the research I have done with diverse workers across a range of industries. I will continue to investigate problems using a public health lens, and work to improve the health, safety, and wellbeing for all workers in Seattle.

Authorizing Signature (original signature):**Date Signed (appointed):**

May 13th, 2025

Appointing Signatory:

Bruce A. Harrell

Mayor of Seattle

MARISSA G. BAKER

BIOGRAPHICAL INFORMATION

University of Washington School of Public Health
Department of Environmental & Occupational Health Sciences

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

EDUCATION

PhD, Environmental & Occupational Hygiene, University of Washington, Seattle, WA USA	2017
MS, Exposure Sciences, University of Washington, Seattle, WA USA	2011
BA, Biological Sciences, Northwestern University, Evanston, IL USA	2007

PROFESSIONAL POSITIONS (All University of Washington unless noted)

Assistant Professor, Department of Environmental & Occupational Health Sciences	2019—present
Program Director, Industrial Hygiene Training Program	
Affiliate Faculty, Bridges Center for Labor Studies	
Associate Editor, International Archives of Occupational & Environmental Health	2019—present
Acting Assistant Professor, Department of Environmental & Occupational Health Sciences	2018—2019
Acting Instructor, Department of Environmental & Occupational Health Sciences	2017—2018
NIH Ruth L. Kirschstein National Research Service Award (F31), Pre-Doctoral Fellow	2016—2017
Pre-Doctoral Biostatistics, Epidemiologic, and Bioinformatics Training in Environmental Health Fellow	2015—2016
Research Scientist, Department of Environmental & Occupational Health Sciences	2011—2015
Graduate Research Assistant, Department of Environmental & Occupational Health Sciences	2010—2011
Health and Safety Intern, Boeing Company, Renton WA	2010
NIOSH Education and Research Center (ERC) Trainee	2009—2010 (MS student) 2014—2015 (PhD student)

HONORS, AWARDS, SCHOLARSHIPS

Bullard-Sherwood Award for Research to Practice (r2p) Honorable Mention (Intervention)	2022
Univ. of Wash. School of Public Health Communicating Public Health to the Public Award	2021
DEOHS Outstanding PhD Student	2017
International Society of Exposure Science IPA/DGUV Award for Young Exposure Scientists	2016
University of Washington Graduate Student Travel Award	2016
American Industrial Hygiene Foundation Award	2015
University of Washington Top Graduate Scholar Award	2014

PROFESSIONAL ACTIVITIES (UNIVERSITY OF WASHINGTON AFFILIATED)

Chair, DEOHS Curriculum Committee	2022--
Member, SPH Curriculum Committee	2022--
Member, DEOHS Admissions Committee	2022--
Member, DEOHS Budget and Management Committee	2022--
Member, SPH Return to Classroom Task Force	2021--2022

Member, Work, Society, and Health Working Group	2018—
Member, UW MPH re-envisioning committee	2018—2019
Fellow, Consortium for the Advancement of Undergraduate STEM Education	2017—2019
School of Public Health Evidenced Based Teaching Fellow	2017—2019
Cascadia Symposium (Organizer and Chair of Scientific Committee)	2018
Institute for Health Metrics and Evaluation Global Burden of Disease-Population Health Initiative	2017
Future of Occupational Health Symposium (Organizer and Chair of Scientific Committee)	2015

PROFESSIONAL ACTIVITIES (OUTSIDE UNIVERSITY OF WASHINGTON)

OSHA Advisory Committee on Construction Safety and Health	2023—
World Health Organization Technical Advisory Group on Occupational Burden of Disease	2022--
NIOSH Agriculture, Forestry, and Farming Sector Council	2022--
NIOSH Transportation Sector Council	2022—
Reviewer, NIOSH Alice Hamilton Awards	2022
U.S. EPA Science Advisory Committee on Chemicals	2021--
Grant Reviewer, Fogarty Program	2021--
Scientific Committee, EPICOH (Epidemiology in Occupational Health)	2019--
Course Director, AIHA Local Section Conference Short Course	2018, 2021
NIEHS Data Science Innovation Lab, Participant	2019
NIOSH Intramural Reviewer	2019, 2023
Grant Reviewer, Puerto Rico Idea Network of Biomedical Research Excellence	2018
Working Group Member, IARC Monograph 118: Welding and related chemicals	2017

PROFESSIONAL MEMBERSHIPS/AFFILIATIONS

Member, American Conference of Governmental Industrial Hygienists	2023--
Member, ICOH (International Commission on Occupational Health)	2017--
Member, EPICOH (Chair of EPICOH Early Career Network)	2017--
Member, American Industrial Hygiene Association	2011--
Member, Pacific Northwest Chapter of American Industrial Hygiene Association	2011--

PEER REVIEW ACTIVITIES

Annals of Work Exposures and Health; Journal of Exposure Science & Environmental Epidemiology; Environmental Science & Technology; International Archives of Occupational and Environmental Health
PLoS ONE; Environmental Research; Biomarkers; Toxicology Letters; Environment International; Toxicological Sciences; BMC Biochemistry; BMJ Open; Scientific Reports; American Journal of Preventive Medicine; New England Journal of Medicine; American Journal of Public Health; American Journal of Industrial Medicine; Journal of Occupational and Environmental Medicine

BIBLIOGRAPHY

A. Refereed Research Articles: Published or Accepted

1. **Baker, Marissa G.**, Christopher D. Simpson, Bert Stover, Lianne Sheppard, Harvey Checkoway, Brad A. Racette, and Noah S. Seixas. 2014. "Blood Manganese as an Exposure Biomarker: State of the Evidence." *Journal of Occupational and Environmental Hygiene* 11(4): 210-217.
2. **Baker, Marissa G.**, Christopher D. Simpson, Lianne Sheppard, Bert Stover, Jackie Morton, John Cocker, and Noah Seixas. 2015. "Variance components of short-term biomarkers of manganese exposure in an inception cohort of welding trainees." *Journal of Trace Elements in Medicine and Biology*, 29:123-129.
3. **Baker, Marissa G.**, Susan R. Criswell, Brad A. Racette, Christopher D. Simpson, Lianne Sheppard,

Harvey Checkoway, and Noah S. Seixas. 2015. "Neurological outcomes associated with low-level manganese exposure in an inception cohort of asymptomatic welding trainees." *Scandinavian Journal of Work, Environment & Health* 41(1): 94-101.

4. Reiss, Boris, Christopher D. Simpson, **Marissa G. Baker**, Bert Stover, Lianne Sheppard, and Noah S. Seixas. 2015. "Hair manganese as an exposure biomarker among welders." *Annals of Occupational Hygiene* 60(2): 139-149.
5. **Baker, Marissa G**, Bert Stover, Christopher D. Simpson, Lianne Sheppard, and Noah S. Seixas. 2016. "Using exposure windows to explore an elusive biomarker: blood manganese." *International Archives of Occupational and Environmental Health*, 89(4): 679-687.
6. Peckham, Trevor, **Marissa G. Baker**, Janice Camp, Joel Kaufman, Noah S. Seixas. 2017. "Creating a Future for Occupational Health." *Annals of Work Exposure and Health* 61(1): 3-15.
7. **Baker, Marissa G**, Christopher D. Simpson, Yvonne Lin, Laura Shireman, and Noah S. Seixas. 2017. "The use of metabolomics to identify biological signatures of manganese exposure." *Annals of Work Exposure and Health*. 61(4):406-415.
8. Guha, Neela; Loomis, Dana; Guyton, Kathryn Z.; Grosse, Yann; El Ghissassi, Fatiha; Bouvard, Véronique; Benbrahim-Tallaa, Lania; Vilahur, Nadia; Muller, Karen; Straif, Kurt; International Agency for Research on Cancer Monograph Working Group; Hansen, J.; Nersesyan, A. K.; Lavoué, J.; Luce, D.; Ahrens, W.; Fukushima, S.; Kromhout, J.; Peters, Susan; 't Mannetje, A.; Albin, M.; **Baker, M. G.**; Fritz, J. M.; Gwinn, W. M.; Lunn, R. M.; Tokar, E. J.; Zeidler-Erdely, P. C. 2017. "Carcinogenicity of welding, molybdenum trioxide, and indium tin oxide." *The Lancet Oncology* 18, no. 5 (2017): 581-582.
9. Doubleday, Annie*, **Marissa G Baker**, Jérôme Lavoué, Jack Siemiatycki, and Noah S Seixas. 2018. Assessing the burden of occupational exposures in the Pacific Northwest region of the United States. *American Journal of Industrial Medicine*. <https://doi.org/10.1002/ajim.22931>
10. **Baker, Marissa G**, Yvonne S Lin, Christopher D Simpson, Laura M Shireman, Susan Searles Nielsen, Brad A Racette and Noah S Seixas. 2019. The reproducibility of global urinary metabolomics profiles in assessing manganese exposure. *Journal of Trace Elements in Medicine & Biology*. 51: 204-211.
11. Rachel M. Shaffer, Samuel P. Sellers, **Marissa G. Baker**, Rebeca de Buen Kalman, Joey Frostad, Megan K. Suter, Susan C. Anenberg, John Balbus, Niladri Basu, David C. Bellinger, Linda Birnbaum, Michael Brauer, Aaron Cohen, Kristie L. Ebi, Richard Fuller, Philippe Grandjean, Jeremy J. Hess, Pushpam Kumar, Philip J. Landrigan, Bruce Lanphear, Stephanie J. London, Andrew A. Rooney, Jeffrey D. Stanaway, Leonardo Trasande, Katherine Walker, Howard Hu. 2018. Improving and Expanding Estimates of the Global Burden of Disease Due to Environmental Health Risk Factors. *Environmental Health Perspectives*. 127(10)
12. **Marissa G. Baker**, Trevor K. Peckham, Noah S. Seixas. Estimating the burden of United States workers exposed to infection or disease: a key factor in containing risk of COVID-19 infection. *PLoS One*.
13. **Marissa G. Baker**. Characterizing occupations that cannot work from home: a means to identify susceptible worker groups during the COVID-19 pandemic. *American Journal of Public Health* 110 (8), 1126-1132. 2020.
14. **Marissa G. Baker**. Occupational Health Surveillance as a tool for COVID-19 prevention. *American Journal of Public Health* 2021 111 (6), 999-1001.

15. Kayla A. Carter*, Simpson, Christopher D, Rafferty Daniel, and **Marissa G. Baker**. Using targeted metabolomics to distinguish between manganese exposed and unexposed workers in a small occupational cohort. 2021. *Frontiers in Public Health* (9).
16. Kate M. Pedersen, Busch Isaksen Tania M., **Baker Marissa G.**, Seixas, N, and Nicole A. Errett. Climate change impacts and workforce development needs in Federal Region X: A qualitative study of occupational health and safety professionals' perceptions. 2021. *International Journal of Environmental Research and Public Health* 18 (4), 1513.
17. Kerry L. Beckman*, Lily M. Monsey, Archer, Megan M, Errett, Nicole A, Bostrom A, and **Marissa G. Baker**. Health and safety risk perceptions and needs of app-based drivers during COVID-19. 2021. *American Journal of Industrial Medicine* 64 (11), 941-951.
18. Hannah Curtis, Lily Monsey, Hendrika Meischke, **Marissa G. Baker**, Sarah Laslett, Nancy Simcox and Noah Seixas. Working safely in the trades as women: a qualitative study. *Frontiers in Public Health*. doi: 10.3389/fpubh.2021.781572. 2021.
19. Chan, Allen*, Pranav Srikanth*, Nicole A. Errett, and **Marissa G. Baker**. Characterizing observable covid-19 controls in Pacific Northwest Grocery Stores. 2022, *Journal of Occupational & Environmental Hygiene*. 19(5), 237-245,
20. Tolentino, Lorenzo, Brandon Guthrie, **Marissa G. Baker**, Nicola Beck, Nadine Chan, Jeffrey Duchin, Anthony Gomez, Maayan Simckes, Cathy Wasserman, and Martin Cohen and Judith Wasserheit. Face covering usage trends in selected publicly accessible spaces—King County, Washington State, November 27, 2020 to May 11, 2021. 2022. *Public Health Reports*. 137(5), 841-848.
21. Srikanth, Pranav*, Lily Monsey, Hendrika Meischke, **Marissa G. Baker**. Determinants of stress, depression, quality of life, and intent to leave in Washington State EMTs during COVID-19. 2022. *Journal of Occupational & Environmental Medicine*. 64(8), 642.
22. Harding, Barbara N*, Debra J Skene, Ana Espinosa, Benita Middleton, Gemma Castaño-Vinyals, Kyriaki Papantoniou, José Maria Navarrete, Patricia Such, Antonio Torrejón, Manolis Kogevinas, and **Marissa G. Baker**. Metabolic profiling of night shift work—The HORMONIT study. 2022. *Chronobiology International*. DOI: 10.1080/07420528.2022.2131562
23. Yassin, Ahmad*, June Spector, Luke Mease, Alice Shumate, Ryan Hill, Jennifer Lincoln and **Marissa G. Baker**. Exploring determinants of depression, stress, and anxiety in U.S. Mariners during the COVID-19 pandemic." *International Journal of Environmental Research & Public Health* 2022, 19(24), <https://doi.org/10.3390/ijerph192416628>
24. Monsey, Lily M, Kerry L Beckman*, and **Marissa G. Baker**. How does gender and work location impact worker well-being during COVID-19? Findings from King County, WA. *Journal of Workplace Behavioral Health*.
25. Clonch, Allison*, Marcy Harrington, June Spector, Lily Monsey, and **Marissa G. Baker**. Exploring environmental determinants of log truck accidents resulting in injury or fatality in the northwest United States using Motor Carrier Management Information System data: 2015-2019. *International Journal of Forest Engineering*.
26. Stephan-Recaido, Shelley* Trevor K Peckham, Jérôme Lavoué, and Marissa G. Baker. Characterizing the burden and distribution of occupational exposures by sociodemographic groups in the United States: a novel application of job- exposure matrix (JEM) data. *Am J Pub Health*.

B. Research Articles: In review or preparation

1. Srikanth, Pranav*, Hendrika Meischke, Noah S. Seixas and **Marissa G. Baker**. Role of union women's committees in improving psychosocial outcomes among construction tradeswomen. *In Review (New Solutions)*
2. Mattison, Donald, Momoli, Franco, Alyanak, Cemil, Aschner, Michael, **Baker, Marissa G.**, Cashman, Neil, Dydak, Ulrike, Farhat, Nawal, Guilarte, Tomas, Karyakina, Nataliya, Ramoju, Siva, Natalia, Shilnikova, Taba, Pille, Krewski, Daniel. Diagnosis of manganese and manganese neurotoxicity: workshop report. *In review (Movement Disorders Clinical Practice)*
3. Cagliuso Nicholas V., Nicole A. Errett, Jennifer A. Horney, Megan Boland, Mitchel Rosen, **Marissa G. Baker**, Steven Ramsey, Joy Lee Pearson, Aubrey Miller, and Kevin Yeskey. Exploring gaps and opportunities in disaster researchers' health and safety. *In review. (International Journal of Environmental Research & Public Health)*
4. Monsey, Lily M, Meischke, Hendrika, Miller, Marcy, Seixas, Noah, and Marissa G. Baker. Mentoring SMART Women: Designing and Disseminating a Remote Mentorship Training Program. *In review.*
5. Stephan, Shelley* Trevor K Peckham, Devan Hawkins, and **Marissa G. Baker**. Characterizing the burden and distribution of occupational psychosocial exposures by sociodemographic groups in the United States using O*NET data. *In preparation.*
6. Monsey, Lily, Marcy Harrington, Allison Clonch*, June Spector, and **Marissa G. Baker**. Workscheduling, fatigue, and health and safety needs of Northwest loggers. *In preparation.*

*Student or post-doc for whom I was primary mentor

C. Other Scholarly or Related Publications

1. Mike Mulcahy, David West, and **Marissa Baker**. Essential, Precarious, and at Risk: Washington Workers in High Hazard, Low-Reward Jobs. A publication of the Washington State Labor Education and Research Center.
<https://georgetown.southseattle.edu/sites/georgetown.southseattle.edu/files/inline-files/Essential-Precarious-and-At-Risk-Washington-Workers-in-High-Hazard-Low-Reward-Jobs.pdf>
2. Marissa Baker. U.S. Mariner mental health & wellbeing during COVID-19 and beyond.
<https://deohs.washington.edu/sites/default/files/2021-11/mariner%20final%20report%2011192021.pdf>
3. U.S. Occupational Exposure Burden Estimates Database: <https://shiny.deohs.washington.edu/app/us-exposures-app>
4. Marissa Baker, Noah Seixas, and Trevor Peckham. Human error? Stop blaming workers for their own deaths. Op-Ed, Seattle Times. May 9, 2019.
5. Marissa Baker, Marc Beaudreau, Christopher Zuidema. Assessing fentanyl and methamphetamine in the air and on surfaces of transit vehicles.
https://deohs.washington.edu/sites/default/files/2023-09/UW%20exposure%20assessment%20final%20report%20Sept%202023_authors.pdf

D. Books and Book Chapters

1. IARC Working Group on the Evaluation of Carcinogenic Risks to Humans. 2018. "IARC

Monographs on the Evaluation of Carcinogenic Risks to Humans, Volume 118: Welding, Molybdenum Trioxide, and Indium Tin Oxide.” World Health Organization, IARC Press.

2. Kate Jones, Marissa G. Baker, Tiina Santonen, Noah Seixas. Principles and information sources for occupational biomonitoring. Patty’s Industrial Hygiene & Toxicology: 7th Edition.

CONFERENCES & SYMPOSIA PRESENTATIONS

*Seixas N and **Baker MG**. Overview on exposure to welding fumes—information from welding databases and scientific studies. Oral presentation. International Symposium on Exposure to Manganese and Neurotoxicity in Welders, Institute for Prevention and Occupational Medicine of the German Social Accident Insurance Institute of the Ruhr-Universität Bochum, May 9, 2012, Bochum Germany.

Baker MG, Seixas N, Simpson C, Sheppard L, Stover B, Eisen M. Manganese in blood as an exposure biomarker among newly exposed welders. Oral presentation. X2012 Conference, July 5, 2012, Edinburgh, Scotland.

Reiss B, Seixas N, Simpson C, **Baker MG**, Warner C. Hair as a biomarker for welder’s exposure to manganese. Oral presentation. X2012 Conference, July 5, 2012, Edinburgh, Scotland.

Baker MG, Seixas N, Simpson C. Manganese in blood as an exposure biomarker among newly exposed welders. Oral presentation. ISES Conference, November 1, 2012, Seattle, WA.

Reiss B, Seixas N, Simpson C, **Baker MG**, Sheppard L. Hair as a biomarker for welder’s exposure to manganese. Poster presentation. AIHce, May 18-23, 2013, Montreal, Canada.

Seixas N, **Baker MG**, Reiss B, Sheppard L, Stover B, Simpson C. Use of exposure windows for biomarker assessment. Oral presentation. EPICOH Conference, June 18-21, 2013, Utrecht, The Netherlands.

Reiss B, **Baker MG**, Simpson C, Seixas N. Hair as a biomarker for welder’s exposure to manganese. Poster presentation. 9th International Symposium on Biological Monitoring in Occupational and Environmental Health, September 11-13, 2013, Manchester, United Kingdom.

Baker MG, Seixas N, Simpson C, Morton J, Cocker J. Plasma and urine manganese as short-term biomarkers of exposure. Poster presentation. 9th International Symposium on Biological Monitoring in Occupational and Environmental Health, September 11-13, 2013, Manchester, United Kingdom.

Baker MG, Simpson C, Sheppard L, Stover B, Morton J, Cocker J, Seixas NS. Variance components of short-term biomarkers of manganese exposure in an inception cohort of welder trainees. Oral presentation. Airmon Conference, June 18, 2014, Marseille, France.

***Baker MG**. The utility of biomarkers in environmental and occupational health research. Oral presentation. Pacific Northwest Section of AIHA Spring Symposium. April 9, 2015, Lacey, WA.

***Baker MG**. The Future of Occupational Health. Oral Presentation. 2015 Puget Sound Association of Safety Engineers Professional Development Conference. June 5, 2015, Ellensburg, WA.

***Baker MG**. The Future of Occupational Health: How research can inform practice. Oral Presentation. 2016 Spring Conference of the Oregon State Association of Occupational Health Nurses. April 1, 2016, Woodburn, OR.

Baker MG, Simpson C, Lin Y, Shireman L, Seixas N. Use of metabolomics in characterizing occupational exposures to manganese in metalworkers. Oral presentation. EPICOH/X2016 Joint Conference, Sept 7, 2016, Barcelona, Spain.

***Baker MG**. The Future of Occupational Health: How research can inform practice. Oral Presentation. Oregon Governor's Conference on Occupational Health. March 9, 2017, Portland, OR.

Baker MG, Simpson C, Lin Y, Shireman L, Seixas N. Investigating the reproducibility of metabolomics profiles of Washington State metal workers. Oral presentation. EPICOH 2017, August 29, 2017, Edinburgh, Scotland.

***Baker MG**. The Future of Occupational Health: New directions, new challenges. Oral Presentation. Northwest Occupational Health Conference. October 26, 2017, Spokane, WA.

***Baker MG**. A look inside the International Agency for Research on Cancer (IARC) Monograph process for welding fumes. Oral Presentation. UW DEOHS Department Seminar. December 7, 2017, Seattle, WA.

***Baker MG**. The use of metabolomics for exposure assessment in occupational health: linking to the exposome. Oral Presentation. University of British Columbia Department Seminar. April 6, 2018, Vancouver, BC, Canada.

Baker, MG. The changing burden of occupational exposures in the Pacific Northwest. Oral Presentation Western States Occupational Network (WestON) Annual Meeting. September 13, 2018, Denver, CO.

Baker MG, Simpson C, Lin Y, Shireman L, Seixas N. The use of NMR for targeted metabolomics in manganese exposure studies. Oral Presentation. X2018, September 25, 2018, Manchester, UK.

Doubleday A, **Baker MG**, Lavoue J, Siemiatycki J, Seixas NS. Assessing the burden of occupational exposures in the Pacific Northwest Region of the United States. Poster Presentation. X2018, September 25, 2018, Manchester, UK.

***Baker MG**. The use of existing data sources for occupational exposure surveillance: from global to local. Oral presentation. Northwest Occupational Health Conference (AIHA Local Section meeting). October 10, 2018, Bremerton, WA.

***Baker MG**. Assessing the burden of occupational exposures in Idaho. Keynote presentation. Idaho AIHA Local Section Meeting. November 29, 2018, Boise, ID.

***Baker MG**. "Applying the hierarchy of controls to reduce COVID-19 transmission in healthcare settings." Oral presentation. International COVID-19 & Diabetes Summit. August 26, 2020.

***Baker MG**. "COVID Impacts on Women: Essential, precarious, and at risk." Oral Presentation. Washington State Labor Council Convention. September 23, 2020

***Baker MG**. Worker risk for COVID-19: More than just your occupation. Oral presentation. Northwest Occupational Health Conference (AIHA Local Section Meeting). October 22, 2020.

***Baker MG**. The use of metabolomics for Mn exposure assessment. Oral Presentation. Conference of the International Working Group for Diagnostic Criteria of Manganism. November 12, 2020.

***Baker MG**. Women helping women: improving conditions in the construction industry through mentorship.

NIOSH Women's History Month Speaker Series. March 30, 2021.

***Baker MG.** "Mariner Mental Health Outcomes and Needs During COVID-19." DEOHS Department Seminar. September 30, 2021.

***Baker MG.** "Mariner Mental Health Outcomes and Needs During COVID-19." American Waterways Operators Convention. October 27, 2021.

***Baker MG.** "Mariner mental health and wellbeing during COVID-19 and beyond." NIOSH Transportation Research Board. January 10, 2022.

***Baker MG.** "Mariner mental health and wellbeing during COVID-19 and beyond: What's DEI got to do with it?" National Academies of Sciences Spring Meeting. April 5, 2022.

***Baker MG.** "Mariner mental health and well-being during COVID-19 and beyond." NIEHS Early-Stage Investigator Spotlight Webinar. May 11, 2022.

Baker MG, LM Monsey, H Meischke, NS Seixas. "Promoting safety and well-being among sheet metal worker women through mentoring." National Occupational Injury Research Symposium. May 12, 2022.

***Baker MG.** "Practical applications to address mental health and wellbeing in the maritime industry." American Waterway Operators Summer Safety Summit. August 18, 2022.

***Baker MG.** "Improving the mental health of mariners (and other Washington workers!)" Governor's Industrial Safety and Health Conference. September 29, 2022.

***Baker MG.** "Improving the mental health of mariners (and other workers!)" Northwest Occupational Health Conference. October 13, 2022.

***Baker MG.** Monsey L. "Mentoring SMART Women: A coordinated approach to support safety, health, and wellbeing of female construction apprentices." Trades Women Build Nations Conference. October 30, 2022. Las Vegas, NV.

Baker MG. "Worker exposures to chemicals: data sources, needs, limitations" EPA Workshop on Environmental Justice and Effects from Ubiquitous Chemicals, December 1, 2022.

***Baker MG.** "Thinking about mental health in the trucking industry." Washington Trucking Association Safety Meeting, December 14, 2022.

***denotes invited presentations**

FUNDING HISTORY

A. Currently Funded Projects (Total costs)

\$1,000,000	NIOSH/CPWR “Promoting safety and well-being among sheet metal worker women through mentoring”. M. Baker, PI Role: PI (10% FTE) 09/2019 – 08/2024
\$130,000	Sound Transit “Characterizing transit operator exposure to illicit drug use and communicating best practices for operator well-being” M. Baker, PI Role: PI (10% FTE) 11/2022—10/2023
\$9,000,000	NIOSH/CDC Education & Research Center. C. Simpson, PI Role: Co-investigator & Industrial Hygiene Program Director (10% FTE) 07/2020 – 06/2025
\$120,000	NIOSH/CDC Intergovernmental Personnel Agreement. M. Baker, PI. (20% FTE) 09/2020 – 09/2023
\$3,200,000	NIEHS “Imaging biomarkers of neurotoxicity in welders” B. Racette, PI Role: Key Personnel (5% FTE) 07/2021 – 06/2026
\$3,200,000	NIEHS “Novel PET Markers of Mn neurotoxicity in age-related cognitive impairment.” S. Criswell, PI Role: Co-investigator (10% FTE) 09/2019 – 08/2024
\$7,775,000	NIEHS “Interdisciplinary Center for Exposures, Disease, Genomics, and Environment.” J. Kaufman, PI Role: Co-investigator (10% FTE) 09/2021-08/2026
\$4,036,700	NIMH “When are in-person HIV services worth the risk of COVID-19 and other communicable illnesses? Optimizing choices when virtual services are less effective.” A. Bershteyn, PI Role: Co-investigator (5% FTE) 09/2022—08/2027

B. Recently Completed Support (last 3 years)

\$40,000	NIOSH/PNASH “Investigating determinants of sleep & fatigue in log truck drivers.” M. Baker, PI Role: PI (5% FTE) 09/2021 – 08/2022
\$25,000	Harry Bridges Center for Labor Studies at UW. “EMT Well-being During COVID-19” M. Baker, PI. Role: PI (no FTE) 09/2021-05/2022
\$40,000	UW Population Health Initiative. Experiences of app-based drivers during COVID-19. M. Baker, PI. Role: PI (5% FTE) 06/2020-11/2020
\$40,000	UW Population Health Initiative. A dashboard of workers experiences during COVID-19. M. Baker & B. Zhao co-PIs . Role: Co-PI (5% FTE) 06/2020-11/2020

TEACHING HISTORY

A. Teaching Development

School of Public Health Evidence-based Teaching Fellow University of Washington, Seattle, WA	2017—2019
Fellow, Consortium for evidence-based undergraduate STEM education (CAUSE) University of Washington, Seattle, WA	2017—2019

B. Formal Course Instruction

Course Design and Instruction—undergraduate students

SPH 381: Science in Public Health, 140 students, 5 credits

Lead Instructor	Winter, 2018
Lead Instructor	Spring, 2018
Lead Instructor	Winter, 2019
Lead Instructor	Spring 2019

EnvH 472: Environment, Risk, and Society, 75 students, 3 credits

Instructor	Autumn 2019
Instructor	Autumn 2020
Instructor	Autumn 2021
Instructor	Autumn 2022

Course Design and Instruction—graduate students

EnvH 592: Work & Health in the 21st Century, 10 students, 2 credits

Co-instructor	Winter, 2016
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EnvH 572: Environment, Risk, and Society, 5 students, 3 credits

Instructor	Autumn 2019
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EnvH 511: Intro to Environmental & Occupational Health, 25 students, 3 credits

Course offered as a hybrid online and in-person course

Co-instructor	Spring 2016
Co-instructor	Winter 2017
Lead instructor	Winter 2018
Lead instructor	Winter 2019

EnvH 502: Environmental & Occupational Exposure Assessment, 35 students, 4 credits

Co-instructor	Winter 2022
Lead Instructor	Winter 2023

C. Course Development

PHI 514: From Evidence to Action and Back: Implementing Public Health Interventions, 4 credits

Worked on a team to develop learning objectives for the course and individual sessions, develop content for each module, integrate environmental & occupational health content, define assessment methods, and map the class to CEPH competencies as part of the University of Washington MPH re-envisioning process

D. Reoccurring Guest Teaching

EnvH 311: Intro to Environmental & Occupational Health, 100 students, 3 credits

Guest Lecturer, "Occupational Health & Safety"

ADVISING & FORMAL MENTORING

Annie Doubleday, Graduate Student Research Assistant (2018)
Kayla Carter, Graduate Student Research Assistant (2019-2020)
Kerry Beckman, Graduate Student Research Assistant (2021)

Preceptor (current):

Pranav Srikanth (PhD Occupational Hygiene)
Christopher Barnes (MPH Environmental Health)
Allison Clonch (PhD Occupational Hygiene)
Kyle Evans (MS Applied Occupational Hygiene)
Johanna Wood (MS Applied Occupational Hygiene)
Nathan Winward (MS Applied Occupational Hygiene)

Preceptor (former):

Vindy Garcha (MPH, Health Services, 2020)
Allen Chan (MS Occupational Hygiene, 2021)
Shelley Stephan (MS Occupational Hygiene, 2022)
Ahmad Yassin (MPH, Occupational & Environmental Medicine, 2022)
Pranav Srikanth (MS, Occupational Hygiene, 2022)
Abhyjot Pandher (MS Applied Occupational Hygiene, 2022)
Renea Ramaman (MS Applied Occupational Hygiene, 2022)
Diana Marquez (MS, Applied Occupational Hygiene, 2023)
Karla Vega Colon (MPH, Occupational & Environmental Medicine, 2023)

Committee Member (current)

Katie Blanchard (PhD, Occupational Health Nursing)
Sarina Tran (MS, Applied Occupational Hygiene)
Mariam Assad (MPH, Environmental Health Sciences)

Committee Member (former)

David Ung, (PhD, Chemistry, 2018)
Braden Zahora, (PhD, Chemistry, 2019)
M.C. Nachtigal, (MPH One Health, 2019)
Ryan Babadi, (PhD, Environmental Toxicology 2020)
Brianna Willis, (MPH, One Health, 2020)
Kaitlyn Kelly, (MPH, Environmental Health, 2020)
Natalie Thiel, (MPH, One Health, 2021)
James Skuckas, (MS, Applied Occupational Hygiene, 2021)
Katy Burr (MPH, One Health, 2022)
Kayla Carter (PhD, Epidemiology, 2022)
Inna Antonchuk (MPH, Environmental Health, 2022)
McKay Reed (MS, Occupational Hygiene, 2022)
Allyson O'Connor (PhD, Health Services, 2022)
Raymond Ruiz (PhD, Health Services)
Asheton Gilbertson (MS, Occupational Hygiene)
Mae Coker (MS, Occupational Hygiene)
Muna Hassan (MPH, Epidemiology)

Undergraduate Students (former)

Josephine Yen (research assistant)

Megan Allen (research assistant)
Divya Puvvadi (Ad-Hoc Honors program)
Laurn Stachurski (Ad-Hoc Honors program)
Kendal Bishop (Ad-Hoc Honors program)
Bridget Ury (research assistant)
Greta Gunning (research assistant)

Labor Standards Advisory Commission

15 Members: Pursuant to *Ord. 124643*, all members subject to City Council confirmation, 2-year terms:

- 7 City Council-appointed
- 7 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Member Representation	Term Begin Date	Term End Date	Term #	Appointed By
6	F	1	1.	Commissioner	Marissa G. Baker	Community; Researcher	5/1/25	4/30/27	1	Mayor
6	F	N/A	2.	Commissioner	Alexis Rodich	Worker Organization	5/1/22	4/30/24	2	Mayor
			3.	Commissioner	Patrice Tisdale	Worker Organization	5/1/25	4/30/27	1	Mayor
			4.	Commissioner	Silvia Gonzalez	Community Organization	5/1/24	4/30/26	1	Mayor
3	M	1	5.	Commissioner	Greg P. Ramirez	Worker Organization	5/1/25	4/30/27	2	Mayor
			6.	Commissioner	Corina Yballa	Worker Organization	5/1/24	4/30/26	1	Mayor
			7.	Commissioner	Vacant		5/1/25	4/30/27		Mayor
9	F	2	8.	Commissioner	Danielle Alvarado	Worker Organization	5/1/24	4/30/26	2	City Council
6	F	6	9.	Commissioner	Amanda Powter	Business Owner	5/1/25	4/30/27	1	City Council
			10.	Commissioner	Tom Lambro	Worker Organization	5/1/24	4/30/26	2	City Council
			11.	Commissioner	Samuel Hilbert	Business Owner	5/1/25	4/30/27	1	City Council
6	F	NA	12.	Commissioner	Ilona Lohrey	Business Association or Chamber	5/1/22	4/30/24	2	City Council
6	M	NA	13.	Commissioner	Billy Hetherington	Worker Organization	5/1/23	4/30/25	2	City Council
			14.	Commissioner	Vacant		5/1/24	4/30/26		City Council
			15.	Commissioner	Vacant		5/1/25	4/30/27		Commission

SELF-IDENTIFIED DIVERSITY CHART

					(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	1	2					1			2			
Council	1	4			1					3			1
Other													
Total	2	6			1		1			5			1

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text


File #: Appt 03213, **Version:** 1

Reappointment of Greg P. Ramirez as member, Labor Standards Advisory Commission, for a term to April 30, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Greg P. Ramirez		
Board/Commission Name: Labor Standards Advisory Commission		Position Title: Commissioner, Position 5
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority		Term of Position: * 5/1/2025 to 4/30/2027 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Georgetown	Zip Code: 98108	Contact Phone No.: [REDACTED]
Background: As the Director of Organizing and now Deputy Director of SEIU6, it is my mandate to advocate in the interests of property service workers in Seattle and King County. The workforce SEIU6 represents is largely immigrant and majority persons of color. Our members speak more than 26 languages, and they work in industries where union representation is critical to ensure safety on the job, livable wages, and leverage against exploitation. SEIU6 members have firsthand experience with the profound impact workplace standards and policies can have on their lives. Our members were instrumental in the Fight for 15 at SeaTac, a major shift that continues to transform their lives and livelihoods, as well as the communities surrounding the airport. Work standards and policies have huge impacts on property service workers, and I will bring their interests with me to the table at the Labor Standards Advisory Commission.		
Authorizing Signature (original signature):  Date Signed (appointed): May 13th, 2025		Appointing Signatory: Bruce A. Harrell Mayor of Seattle

*Term begin and end date is fixed and tied to the position and not the appointment date.

Greg P. Ramirez



Summary of Qualifications

- Knowledgeable of Federal, State, and local labor laws
- Dedicated to eliminating barriers to good pay and long-term work
- Fighting for employee rights and ensuring more equitable access to livable wage jobs
- Develop and maintain strategic partnerships with faith, community and labor groups
- Knowledgeable of labor agreements/collective bargaining and the grievance procedure
- Strong communication skills; ability to effectively work within a team setting and with community partners
- Efficiently handle multiple tasks; pays close attention to details, and works well under pressure
- Dedicated hard worker who is self-motivated, with strong time management, flexibility, and cooperation skills

Professional Experience

SEIU6 Property Services NW – Seattle, WA

03/2023 – Present

Deputy Director/Chief of Staff

- Assists the President in the planning, implementation and development of SEIU6 strategies and programs, including policy development, stakeholder engagement, research collaborations, and other projects that advances SEIU6 mission
- Lead all teams, establish good communication, and unite staff across the organization to keep programs/campaigns moving forward
- Oversee organizational development, including strategic planning, staff development, annual budgets, and capacity building
- Work closely with labor allies, elected officials, employers and other outward facing stakeholders

SEIU6 Property Services NW – Seattle, WA

01/2019 – 03/2023

Director of Organizing

- Responsible for leading a team of 3 External Organizers that work to grow our union
- Analyze, select, and supervise external organizing campaigns to grow our labor union.
- Run comprehensive organizing campaigns that include leader development, field work, research, politics, and coalition work
- Supervise, mentor, develop and evaluate organizing staffs performance; motivate staff to meet and exceed campaign goals
- Assist the Local leadership and International Union with the development and implementation of our overall organizing strategy (local and national level)

Director of Internal Organizing

- Responsible for leading a team of 6 Internal Organizers/Union Representatives that enforce the Collective Bargaining Agreements for 7,000 Union Members throughout the State of Washington.
- Guide organizers and member leaders to create an internal organizing structure that is effective at resolving issues, maintaining membership, and mobilizing members to take action around improving wages, benefits and working conditions.
- Create, implement, track and oversee strategic contracts and worksite campaigns around specific issues including budget cuts, contract negotiations, health & safety issues, etc.
- Supervise, mentor, develop and evaluate the Organizer's performance; motivate staff to meet and exceed campaign goals

SEIU6 Property Services NW – Seattle, WA

07/2011 – 12/2018

Lead Union Organizer/Representative

- Represent over 1,700 Security Officers throughout Washington State and ensure the Collective Bargaining Agreement is being enforced
- Act as a negotiator in contract bargaining with 7 Security Contractors, some of which make up the largest Security firms in the U.S. and Internationally
- Engage with union membership and inform them of their basic worker rights, benefits, and the support we offer as a labor union
- Periodically oversee a group of 10-15 Member Organizers who participate in campaigns to organize workers into the union, campaigns to strengthen the collective bargaining agreements or the Union as a whole

YouthCare James W. Ray Orion Center – Seattle, WA

04/2010 - 07/2011

Job Developer/ Employment Placement Specialist

- Initiate and maintain ongoing personal contacts with a variety of businesses, union and industry representatives
- Make cold calls to potential employers; locate jobs and/or internships for participants who have successfully completed job training programs
- Keep abreast of the employer satisfaction of job placements by contacting employers regularly to provide follow-up as well as follow-up to ensure participant satisfaction
- Teach job readiness training workshops with a focus on job search techniques, resume and cover letter writing, interview skills, and workplace etiquette
- Work with other Case Managers to track and ensure positive outcomes with our clients

King County Prosecutor's Office – Seattle, WA

06/2005 - 04/2010

Legal Administrative Specialist

- Notify Defendants of upcoming court dates
- Organize and maintain the file area in Felony Records and Closed Files; re-file prosecutor files after court calendar and arrange the delivery of case files needed during trial
- Oversaw the shipment and retention of old case files (Knowledgeable of WA State retention laws and Public Disclosure Act)
- Provide general administrative support to Deputy Prosecutors and other PAO staff

- Train new hires of office duties, policies and procedures
- Highly independent work; required strong time management skills and self direction

Education and Certifications

CUNY School of Labor & Urban Studies — New York, New York Movement Leader Fellowship	12/2022
Antioch University— Seattle, Washington Case Management Best Practices Certificate Program	12/2010
Western Washington University— Bellingham, Washington Bachelor of Arts / Pre-Law (Law & Diversity)	06/2005
Bellevue Community College— Bellevue, Washington Associate of Arts	12/2002

Professional Affiliations

Georgetown Community Council Board of Directors <i>Chair</i>	Current
Martin Luther King County Labor Council <i>Delegate</i>	Current
SEIU Local 6 Staff Union <i>President</i>	Previous
City of Seattle Human Rights Commission <i>Commissioner</i>	Previous
Sound Transit <i>Diversity Oversight and Project Labor Agreement Committee</i>	Previous
Seattle Housing Authority <i>Section 3 Oversight and Advisory Committee</i>	Previous
Employment Action Resource Network (EARN) Recruitment Chair	Previous

Labor Standards Advisory Commission

15 Members: Pursuant to *Ord. 124643*, all members subject to City Council confirmation, 2-year terms:

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- 7 Mayor-appointed
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Council	1	4			1					3			1
Other													
Total	2	6			1		1			5			1

Key:

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RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

File #: Appt 03214, **Version:** 1

Reappointment of Amanda Powter as member, Labor Standards Advisory Commission, for a term to April 30, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Amanda Powter</i>		
Board/Commission Name: <i>Labor Standards Advisory Commission</i>		Position Title: <i>Commissioner, Position 9</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:		Term of Position: * 5/1/2025 to 4/30/2027 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Ballard</i>	Zip Code: <i>98117</i>	Contact Phone No.: [REDACTED]

**Term begin and end date is fixed and tied to the position and not the appointment date.*

Background:

Born on First Hill in Seattle (as was her mother), Amanda grew up just north in Snohomish County and dreamed of being an Olympic swimmer or mathematician when she was an adult. Instead, she returned to Seattle at the age of 14 as a freshman at the University of Washington through the Early Entrance Program, spending her summers as a camp counselor.

Once she graduated with her Bachelor's of Arts from the UW (as did her grandmother), she started her career downtown at 2nd & Pike for a fledgling internet company selling books, music, and videos. There she discovered a love of data and technology as well as experiential education & rock climbing. She returned to the University of Washington while working full time to earn her Master's in Library & Information Science.

A twenty-year career in tech & software ranged from ecommerce to compensation data to television advertising and culminated with Amanda leading a team of data scientists, engineers, and product managers building a successful product that impacted millions of dollars of media buys.

Her experience managing a diverse team that was a pleasure to work with on an innovative and profitable product led her to start her own company. She founded it with the hypothesis that small business could be a great place to work, a vital part of the community, and a successful for-profit endeavor. With this in mind, she bought Perfect Copy & Print at the end of 2019 and led it through the public health emergency beginnings of the pandemic, shutting down for weeks as a non-essential business without letting go of any staff, and navigating demonstrations and public protest activities blocks away on Capitol Hill.

Amanda also started to expand her impact seeking to support underrepresented founders building innovative companies and was part of the inaugural cohort of angel investors within the FBomb Breakfast Club, a peer-support community for women founders and business owners; she continues to be an active and founding member of the FBomb Angels and has invested in several local startup companies led by women across education, medical devices, and other industries. She continues to own and run Perfect Copy & Print with a small team of dedicated employees and be an active participant in the GSBA as her chamber of commerce, having been a co-chair of the WEgsba (an initiative for women & gender-diverse entrepreneurs) and currently serving on the Policy Council.

Authorizing Signature (original signature):**Date Signed (appointed):**

6-13-25

Appointing Signatory:*Sara Nelson, Council President*

Amanda Powter

IMPACT-FOCUSED ENTREPRENEUR & ANGEL INVESTOR

Business, Technology, and Product Leader who works to create and support businesses and products that make an impact. Works with business leaders, entrepreneurs, technologists, startup founders, and organizations to build companies that support employees, customers, and community. Creates & launches everything from web applications with millions of consumer users to enterprise software impacting \$50 million in revenue to small businesses with light manufacturing and retail operations. Builds & leads high-functioning multi-disciplinary teams, with experience managing teams of over 30 engineers, scientists, PMs, and subject matter experts as well as print technicians and graphic designers.

Key skills:

- Hiring and Managing Diverse Teams
- AI, Data Science, and Machine Learning
- Product Development & Strategy
- Product Launch, Growth & Scaling
- No-Code Applications for Business
- Valuation & Due Diligence

ENTREPRENEURSHIP & ANGEL INVESTING

PERFECT COPY & PRINT

2019 - present

Digital print shop located on Capitol Hill in Seattle

CEO & Owner

Purchased 30+ year business with immediate relocation; retained all employees from purchase through COVID state of emergency & summer demonstrations in the next block

- 2022 GSBA Impact Awards: Capitol Hill Business Alliance Business of The Year
- Business fully suspended during statewide shutdown; retained all employees without layoffs
- Implemented no-code applications to automate work and support hybrid working environment
- Maintained mitigations and made improvements to air quality and filtration
- Met with Representative Jayapal on proposed PPP alternative and impact to small business

ANGEL INVESTING

Independent & Syndicate investment in underrepresented founders

Founding Member, FBA Capital LLC (2023-present)

P2B Pitch Contest FBomb Angels (2023-2024)

Participated in the FBomb Breakfast Club annual pitch contest as inaugural and second year angel investors

- Part of inaugural cohort of angel investors & judge at P2B pitch competition
- Founding member of FBomb Angels
- Completed SWITCH Angel Sessions cohort

PRODUCT & TECHNOLOGY LEADERSHIP

OATH, A VERIZON COMPANY

2014 - 2018

Ad tech & content company that brought AOL, Yahoo, and Verizon assets together.

Head of Technology & Product, TV (2016-18)

VP of Product, ONE by AOL: TV (2014-16)

Led product development and grew and retained high-functioning product, science, and engineering teams of up to 30 across offices in Seattle, San Mateo, LA, New York, and Sydney; reported to CTO

- Led cross-functional teams to **develop innovative products**, including the first-ever data-driven programmatic platform for buying national television ads, generating \$30 million annually in revenue
- Built and led **distributed global teams**, launching a new product or country each year; strong management practices resulted in 90% employee retention through multiple acquisitions and significant organizational change
- Worked with business partners to create **new product offerings and categories**; analyzed customer feedback and current market, identified revenue and cost targets, set development and launch timelines, and managed teams to build and roll out products worldwide
- **Pitched product prototypes** to senior executives at the nation's largest media agency holding companies (IPG, Publicis, etc.), and TV network groups including NBC Universal, FOX, Viacom, Time Warner, Discovery, ESPN, and Univision; **closed major deals** impacting over \$300 million in ad spend

PRECISIONDEMAND, acquired by AOL (later Oath)

2010 - 2014

Startup focused on data-driven linear TV advertising.

Vice President of Product (2013-14)

Director of Product Management (2011-13)

Senior Product Manager (2010-11)

Led product and technology development for 30-person organization; member of senior leadership team (reporting directly to CTO or CFO)

- Built patented television advertising targeting and impact attribution system; **drove product development** with engineering team, creating valuable IP that was the main target of company's ultimate acquisition
- Led pitches to potential investors during **acquisition and due diligence process**, leading to successful acquisition by AOL
- Created proprietary data structures to **improve predictive machine-learning algorithms**, increasing efficiency of product development and scalability of machine learning throughout the organization

PRODUCT & TECHNOLOGY LEADERSHIP, cont

PAYSCALE

2006 - 2009

Startup analyzing compensation and salary data for consumers and enterprises.

Senior Program Manager

Led highly efficient team of 3-6 compensation and taxonomy experts to ensure accurate compensation and job data, including salary and job data collection from a consumer-facing survey

- **Scaled and improved processes** including data migration, ensuring strong systems were in place to ensure data quality during rapid growth
- Launched new B2B product, which monetized consumer data with a market compensation pricing tool for mid-size (~100 employees) companies
- Worked closely with data scientists and engineers on core compensation algorithms, user-facing interfaces, and data visualization to **produce highly usable web content** for consumers

AMAZON.COM

1998 - 2006

Technical Product & Program Manager, Merchant Analytics (2005-06)

Technical Program Manager (2000-05)

Training Manager, Catalog Operations (1998-2000)

Delivered technical, data-focused, customer-centric, and time critical projects at scale

- Launched the analytics platform for third-party merchants selling on the Amazon.com platform
- Delivered multiple data web service and metadata processing projects for retail platform partners and web shopping partnerships such as Target, Marks & Spencer, Shop@AOL, etc
- Launched the catalog component for multiple new product lines

COMMUNITY LEADERSHIP

GSBA

2020 - present

Washington State's LGBTQ+ and allied chamber of commerce

Policy Council (2023 - present)

Co-Chair, WEgsba (2020-2023)

- Co-chair of WEgsba, GSBA's initiative for women & gender-diverse business owners
- Created bimonthly meetups and information sessions with speakers on topics including PPP/EIDL programs, WA Cares Act impact on businesses, marketing, zero-waste, as well as support as fellow LGBTQIA+ and ally businesses navigated the public health emergency and business success
- Joined policy council to help advocate to support GSBA members and GSBA mission of showing equality is good business

GEEKGIRLCON

2012 - 2015

Nonprofit dedicated to celebrating the contribution of geeky women & girls across science, technology, engineering, art, and math (STEAM) with an annual convention and year-round programs

Executive Director

Led all-volunteer team of 30+ to execute year-round programs and annual convention

- Directed organization through **successful transition to 501(c)3** non-profit entity
- Increased attendance at annual convention from 2,500 to 8,500 over 3 years, **improving profitability while increasing capacity** for future expansion

EDUCATION

Master's, Library and Information Science, University of Washington, 2004

Bachelor's, Classics, University of Washington, 1998

Early Entrance Graduate, University of Washington, 1993

Labor Standards Advisory Commission

15 Members: Pursuant to *Ord. 124643*, all members subject to City Council confirmation, 2-year terms:

- 7 City Council-appointed
- 7 Mayor-appointed
- 1 Other Appointing Authority-appointed (specify): Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Member Representation	Term Begin Date	Term End Date	Term #	Appointed By
6	F	1	1.	Commissioner	Marissa G. Baker	Community; Researcher	5/1/25	4/30/27	1	Mayor
6	F	N/A	2.	Commissioner	Alexis Rodich	Worker Organization	5/1/22	4/30/24	2	Mayor
			3.	Commissioner	Patrice Tisdale	Worker Organization	5/1/25	4/30/27	1	Mayor
			4.	Commissioner	Silvia Gonzalez	Community Organization	5/1/24	4/30/26	1	Mayor
3	M	1	5.	Commissioner	Greg P. Ramirez	Worker Organization	5/1/25	4/30/27	2	Mayor
			6.	Commissioner	Corina Yballa	Worker Organization	5/1/24	4/30/26	1	Mayor
			7.	Commissioner	Vacant		5/1/25	4/30/27		Mayor
9	F	2	8.	Commissioner	Danielle Alvarado	Worker Organization	5/1/24	4/30/26	2	City Council
6	F	6	9.	Commissioner	Amanda Powter	Business Owner	5/1/25	4/30/27	1	City Council
			10.	Commissioner	Tom Lambro	Worker Organization	5/1/24	4/30/26	2	City Council
			11.	Commissioner	Samuel Hilbert	Business Owner	5/1/25	4/30/27	1	City Council
6	F	NA	12.	Commissioner	Ilona Lohrey	Business Association or Chamber	5/1/22	4/30/24	2	City Council
6	M	NA	13.	Commissioner	Billy Hetherington	Worker Organization	5/1/23	4/30/25	2	City Council
			14.	Commissioner	Vacant		5/1/24	4/30/26		City Council
			15.	Commissioner	Vacant		5/1/25	4/30/27		Commission

SELF-IDENTIFIED DIVERSITY CHART

	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	1	2					1			2			
Council	1	4			1					3			1
Other													
Total	2	6			1		1			5			1

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.



Legislation Text

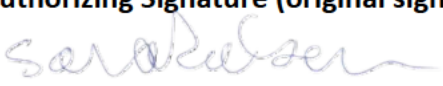
File #: Appt 03215, **Version:** 1

Reappointment of Samuel Hilbert as member, Labor Standards Advisory Commission, for a term to April 30, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Samuel Hilbert		
Board/Commission Name: Labor Standards Advisory Commission		Position Title: Comissioner, Position 11
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:		Term of Position: * 5/1/2025 to 4/30/2027 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Queen Anne	Zip Code: 98119	Contact Phone No.: [REDACTED]
Background: Samuel Hilbert is a proud resident and business owner within Seattle. Since moving to the region nearly 20 years ago, he has been deeply involved in his community, striving to contribute to its well-being and growth. In 2016, Samuel and his partner opened their first winery tasting room in the Capitol Hill community. Before its oAicial launch, they found themselves actively involved in community engagement through the Greater Seattle Business Association (GSBA). In their first two years open they won several major awards, including the honor of “New Business of the Year” from the GSBA and “Top Wine in the PNW” from Great Northwest Wine. Since its inception, Samuel has worked hard to grow Aluel Cellars in the Seattle area. He currently runs three locations in the neighborhoods of Queen Anne, Ballard, and Capitol Hill. This has allowed him to build a leadership team which has helped boost employees’ experience in the industry. Each location has also provided the ability for more community engagement. Samuel remains committed to community development, serving on the boards of the Capitol Hill Business Alliance and Queen Anne Community Council, while maintaining active involvement with the Ballard Alliance. As Aluel Cellars has grown, Samuel has understood the importance of ensuring that employees are always treated fairly while also working hard to protect his own business to ensure survival and growth. He believes in the importance of amplifying the voices of the small business community – many that often aren’t heard simply because they don’t have the time to make their voices heard.		
Authorizing Signature (original signature):  Date Signed (appointed): 6-13-25		Appointing Signatory: Sara Nelson, Council President [REDACTED]

*Term begin and end date is fixed and tied to the position and not the appointment date.

Samuel Hilbert

BUSINESS OWNER/WINEMAKER

Objective

To use my experience as a small business owner to help ensure that workers are treated fairly while also protecting the ability of small businesses to continue to thrive in our city.

Experience

Aluel Cellars – Owner/Winemaker

2016 - Present

- Increased our footprint in Seattle to three brick and mortar locations.
- Developed staff to take on leadership roles to boost their long-term ambitions.
- Developed an emphasis for each location to be active in their individual communities.

Windermere Capitol Hill – Broker

2007 - Present

- Learned to self-motivate, organize, and run my own business.
- Built a customer referral database through relationships to ensure long-term success.
- Became a primary Windermere expert on short sales to assist struggling home-owners during the last recession.

Education

Cedarville University, BA

2006

Major: Communications | Emphasis: Audio Production, Sales/Management

Washington State University

Anticipated 2024

Enology Certificate

Community Engagement

- Capitol Hill Business Alliance – Advisory Board Member
- Queen Anne Community Council – Board Member
- Ballard Alliance – Active Member
- Greater Seattle Business Association – Active Member
- Woodinville Chamber of Commerce – Former Board Member
- Seattle Urban Wineries – Former Board Member

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(1) (2) (3) (4) (5) (6) (7) (8) (9)

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Legislation Text

File #: Inf 2703, **Version:** 1

Brick and Mortar Retail Roundtable Discussion