

**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact/Phone:</b>	<b>CBO Contact/Phone:</b>
LEG	Karina Bull x6-0078	N/A

**1. BILL SUMMARY**

**Legislation Title:**

AN ORDINANCE relating to employment in Seattle; amending Sections 14.16.010 and 14.16.030 of the Seattle Municipal Code to strengthen and clarify labor standards requirements for paid sick and paid safe time for employees working in Seattle; declaring an emergency; and establishing an immediate effective date; all by a 3/4 vote of the City Council.

**Summary and background of the Legislation:**

In 2011, the City of Seattle (“City”) became the fifth jurisdiction in the country to pass legislation requiring employers to provide employees with paid leave to care for their personal and family member’s medical and critical safety needs, and the Paid Sick and Safe Time Ordinance, Seattle Municipal Code (SMC) 14.16, went into effect for many employees working in Seattle on September 1, 2012. Since then, the legislation has been amended to prescribe additional remedies and enforcement procedures, and to expand requirements to align with Initiative Measure No. 1433 that established state-wide paid sick leave rights.

This legislation would declare an emergency in response to the high number of confirmed cases and deaths in King County and around the world from the novel coronavirus (COVID-19) and would establish an immediate effective date for an expansion of paid sick and safe time. The expansion would permit use of paid sick and safe time when the employee’s family member’s school or place of care is closed. The impacts of the emerging public health crisis on the operation of businesses in the City are multifaceted and nuanced and are not easily defined or predictable. These impacts may result in the closure of schools and places of care. The expansion would protect public health and support the employee’s ability to stabilize their income due to public closures while the COVID-19 emergency exists and in the future.

**2. CAPITAL IMPROVEMENT PROGRAM**

Does this legislation create, fund, or amend a CIP Project?  Yes  No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

Does this legislation amend the Adopted Budget?  Yes  No

**Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?**

There could be financial implications for the Office of Labor Standards (e.g., cost of developing administrative rules, and conducting outreach and enforcement).

**Is there financial cost or other impacts of *not* implementing the legislation?**

Not implementing this legislation could compromise public health and the economic security of employees who do not have access to paid leave when their family member's school or place of care is closed while the COVID-19 emergency exists and for future situations.

#### **4. OTHER IMPLICATIONS**

**a. Does this legislation affect any departments besides the originating department?**

Yes. If the City passes this legislation, there could be administrative impacts on City departments for the implementation of an expanded paid sick leave program.

**b. Is a public hearing required for this legislation?**

No.

**c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?**

No.

**d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**

No.

**e. Does this legislation affect a piece of property?**

No.

**f. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**

The City's Race and Social Justice Initiative seeks to achieve racial equity in key areas such as jobs and health. This legislation would support job security and public health by expanding the ways that employees could use paid sick and safe time. This legislation aims to support the economic security and health of all employees working in Seattle, including women and people of color who are more likely to earn low wages.<sup>1</sup>

**g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).**

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<sup>1</sup> Klawitter, Marieka; Long, Mark; Plotnick. "Who would be affected by an increase in Seattle's Minimum Wage?" [http://murray.seattle.gov/wp-content/uploads/2014/03/Evans-report-3\\_21\\_14+-appdx.pdf](http://murray.seattle.gov/wp-content/uploads/2014/03/Evans-report-3_21_14+-appdx.pdf) University of Washington Evans School of Public Affairs (March 21, 2014).

N/A.

**List attachments/exhibits below:**