

2015 - 2016 Seattle City Council Green Sheet

Ready for Notebook

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Budget Action Title: Add \$300,000 GSF in 2015 and \$700,000 GSF in 2016 to OLS in OCR for worker outreach, education, consultation and referrals

Has CIP Amendment: No Has Budget Proviso: No

Councilmembers: Harrell; O'Brien; Sawant

Staff Analyst: Josh Fogt; Patricia Lee

Council Bill or Resolution:

Date		Total	SB	BH	SC	TR	NL	TB	JG	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Summary of Dollar Effect

See the following pages for detailed technical information

	<i>2015 Increase (Decrease)</i>	<i>2016 Increase (Decrease)</i>
<i>General Subfund</i>		
<i>General Subfund Revenues</i>	\$0	\$0
<i>General Subfund Expenditures</i>	<u><i>(\$300,000)</i></u>	<u><i>(\$700,000)</i></u>
<i>Net Balance Effect</i>	<i>(\$300,000)</i>	<i>(\$700,000)</i>
<i>Total Budget Balance Effect</i>	<i>(\$300,000)</i>	<i>(\$700,000)</i>

Budget Action description:

This green sheet would add \$300,000 GSF in 2015 and \$700,000 GSF in 2016 to the Office of Labor Standards (OLS), which is a division of the Office for Civil Rights (OCR). OLS is to use this funding to contract with one or more community based organizations to conduct outreach, education and consultation with workers on the City of Seattle’s labor standards laws requirements and where appropriate refer workers to OLS for further

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assistance. The initial proposal was to provide \$500,000 in 2015 and \$500,000 in 2016 for an overall total of \$1 million. The \$1 million was split into \$300,000 in 2015 and \$700,000 in 2016 because OLS will need time in 2015 to establish the request for proposal process, review applications and negotiate contracts with the community based organizations.

The Mayor’s proposed 2015-2016 Budget also provides \$100,000 in 2015 and \$50,000 in 2016 for outreach including partnerships with business and community stakeholders. The process for use of these funds will be developed after the establishment of OLS.

The first phase of the City of Seattle minimum wage ordinance takes effect April 2015. It is estimated that over 100,000 workers will be entitled to an increase in wages as the city’s minimum wage is phased in over the next several years. It is anticipated that many workers will have questions about the wages they are entitled to as the city minimum wage will be above the State of Washington minimum wage.

Effective outreach is necessary for both workers and employers to understand the requirements of the City’s new minimum wage. Compliance with the new minimum wage ensures workers receive their due wages and ensures a level-playing field for businesses competing for labor.

The City Auditor’s recent report on compliance and enforcement of Seattle’s Paid Sick and Safe Leave Ordinance recommends the following for greater compliance with that new labor standard: “OCR should link its planned outreach activities to specific outcomes or goals and consider working with organizations with greater access to difficult-to-reach populations, such as community-based organizations.”

Community-based organizations can help educate and inform workers of their rights in Seattle, particularly low-wage workers, workers of color, and immigrant and refugee workers who are more likely to experience substandard working conditions. These organizations can help direct outreach to workers in known low-wage sectors in Seattle and provide the information to workers in culturally appropriate formats and languages. In addition, these organizations can provide pro-bono consultation to workers about their individual cases, help screen potential cases and assist workers in gathering the necessary paperwork so that appropriate cases are referred to OLS.

The City of San Francisco partners with CBOs to increase awareness and understanding of wage violations and of San Francisco’s labor laws, including their minimum wage, paid sick leave, and health care ordinances. The organizations provide education and outreach as well as consultation and referral. Approximately 30% of complaints received by San Francisco’s Office of Labor Standards Enforcement come from referrals by the contracted CBOs. The San Francisco model contracts with worker centers, ethnic-based community groups and legal-aid organizations, which could be replicated here in Seattle.

The US Department of Labor (DOL) recognizes that community partnerships are needed to do effective worker education. The DOL contracts with CBOs to conduct outreach on workplace health and safety via the Susan Harwood Grants, which focuses outreach to the most vulnerable workers, including low literate and limited English speaking immigrants. The average size of their grant is \$135,000 per year.

Community-based organizations receiving these contracts should have experience and or an organizational mission that includes work on labor standards, worker outreach and engagement. If more than one organization is funded, the amount of funding per organization should be enough to cover sufficient staffing,

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administrative and outreach costs for the organizations to be successful in carrying out the deliverables of the contract. The contracting process should also require organizations to coordinate in their outreach efforts to workers and or specific communities so as to not duplicate efforts.

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Budget Action Transactions

Budget Action Title: Add \$300,000 GSF in 2015 and \$700,000 GSF in 2016 to OLS in OCR for worker outreach, education, consultation and referrals

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Add \$300,000 GSF to OLS for worker outreach, education, consultation and referrals				OCR	Civil Rights	X1R00	00100	2015		\$300,000
2	Add \$700,000 GSF to OLS for worker outreach, education, consultation and referrals				OCR	Civil Rights	X1R00	00100	2016		\$700,000