

**2015 - 2016 Seattle City Council Statement of Legislative Intent**

**Ready for Notebook**

| Tab | Action | Option | Version |
|-----|--------|--------|---------|
| 41  | 1      | A      | 2       |

**Budget Action Title:** Prepare legislation to increase penalties and remedies for violations of Seattle's labor laws

**Councilmembers:** O'Brien; Rasmussen; Sawant

**Staff Analyst:** Ted Virdone

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

**Statement of Legislative Intent:**

Council requests the Mayor’s Office prepare legislation to be discussed in the Select Committee on the Minimum Wage and Income Inequality or successor select committee to increase the penalties levied on employers who violate labor law in Seattle, and to increase the remedies for the workers who are the victims of these crimes. Wage theft is a serious and widespread problem in Seattle, and the 2014 audit of paid safe and sick leave found a lack of effective enforcement.

Council has not had a discussion about penalties and remedies to dissuade labor law scofflaws. The enforcement language in the minimum wage legislation was described as a “placeholder,” but that language was not amended by the proposed legislation to enact the new Office of Labor Standards. This SLI would provide Council with the opportunity to discuss those remedies and penalties.

**Responsible Council Committee(s):** Select Committee on the Minimum Wage and Income Inequality

**Date Due to Council:** 4/1/2015

