SUMMARY and FISCAL NOTE*

Department:	Contact Person/Phone:	Executive Contact/Phone:
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** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: A RESOLUTION related to Directed Investigations, which are investigations of potential labor law violations initiated by the Director of the Office of Labor Standards; and requesting quarterly updates to the Council starting the end of the second quarter of 2016 on the development steps necessary to implement Directed Investigations.

Summary and background of the Legislation:
The 2014 Enforcement Audit of the City's Paid Sick and Safe Leave Ordinance recommended that City augment its individual complaint based approach to addressing non-compliance with a proactive random testing program. The Wage Theft and Harmonization Ordinance 124960 passed in December 2015 clarified that the Office of Labor Standards (OLS) has the authority to initiate investigations of potential labor law violation. These "directed investigations" do not require an individual complaint and recognize that there are many reasons workers may be fearful of voicing an inquiry or complaint and that enforcing compliance by waiting for employee to come forward is insufficient.

The OLS intends to begin Directed Investigations beginning in 2017. This Resolution requests the OLS to provide quarterly updates to the Council, with the first report by the end of the second quarter of 2016 on how they will involve the Labor Standards Advisory Commission in the development of the program, data resources they will use, the % of investigations they anticipate they can conduct, staff resources they will need, how they will develop the capacity and expertise to begin Directed Investigations, how they will inform businesses and a timeline and process for development of Director's Rules.

3. SUMMARY OF FINANCIAL IMPLICATIONS

Please check one:

___ **This legislation has direct financial implications.** (If the legislation has direct fiscal impacts (appropriations, revenue, positions), fill out the relevant sections below. If the financial implications are indirect or longer-term, describe them in narrative in the "Other Implications" section.)

__s__ **This legislation does not have direct financial implications.**
(Please skip to "Other Implications" section at the end of the document and answer questions a-i.)

4. OTHER IMPLICATIONS

a) Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?
No

b) Is there financial cost or other impacts of not implementing the legislation?
Given that there are employees who are fearful of making an inquiry or complaint, directed investigations should allow OLS to learn of potential labor violations they might not otherwise learn about.

c) Does this legislation affect any departments besides the originating department?
No

d) Is a public hearing required for this legislation?
No

e) Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?
No

f) Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation? No

g) Does this legislation affect a piece of property? No

h) Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?
Yes, many workers who are hesitant to inquire or complain about a potential workplace violation are low wage workers who are often immigrants, refugees and people of color.

i) If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.

j) Other Issues:

List attachments/exhibits below: N/A