

2015 BUDGET LEGISLATION FISCAL NOTE

Department:	Contact Person/Phone:	CBO Analyst/Phone:
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Legislation Title:

AN ORDINANCE relating to the organization of City government; creating an Office of Labor Standards; establishing the mission and functions of the Office of Labor Standards; describing the responsibilities and membership of a Labor Standards Advisory Commission; and adding new sections 3.14.934 and 3.14.945 to the Seattle Municipal Code.

Summary of the Legislation:

This legislation establishes in the Office for Civil Rights an Office of Labor Standards, under the direction of the Mayor. The Director of the Office for Civil Rights shall appoint a Division Director, subject to the approval of the Mayor, to manage the Office of Labor Standards. The mission of the Office of Labor Standards is to protect workers' wages, working conditions, safety and health, and end barriers to workplace equity for women, communities of color, immigrants and refugees, and other vulnerable workers. This legislation also charges the Labor Standards Advisory Commission with providing input and feedback to the Office of Labor Standards on issues within its purview.

Background:

As part of the 2014 budget process, the City Council adopted Green Sheet 15-1-A-2 which appropriated \$250,000 to the Department of Finance and Administrative Services (FAS) to support work of an advisory group convened by the Council and Mayor to assess how to gain greater compliance of City labor standards by businesses. The Labor Standards Advisory Group met in 2014 and presented a range of options to the Mayor and City Council. One recommendation was to have a centralized source for labor standards employment. OCR has successfully implemented two labor standards ordinances regarding paid sick and safe time and the use of criminal history in employment decisions, and has well-established procedures for rule-making, outreach, case investigation and mediation. The Mayor proposes such a centralized source by establishing an Office of Labor Standards within the Office for Civil Rights.

Please check one of the following:

X **This legislation does not have any financial implications.**

Summary of Changes to Revenue Generated Specifically from this Legislation:

	Revenue Source	2015 Proposed	2016 Proposed
Total Fees and Charges Resulting From Passage of This Ordinance			

Revenue Change Notes:

Anticipated Total Revenue from Entire Program, Including Changes Resulting from this Legislation:

Fund Name and Number	Revenue Source	Total 2015 Revenue	Total 2016 Revenue
TOTAL			

Total Revenue Notes:

Other Implications:

- a) **Does the legislation have indirect financial implications, or long-term implications?**
No.
- b) **What is the financial cost of not implementing the legislation?**
None.
- c) **Does this legislation affect any departments besides the originating department?**
No.
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**
None identified.
- e) **Is a public hearing required for this legislation?**
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) Other Issues:

None.

List attachments to the fiscal note below: None.