

# City of Seattle's Paid Sick and Safe Leave Ordinance

## Baseline Evaluation Plan

Presentation to the Seattle City Council Committee  
on Housing, Human Services, Health and Culture

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# Evaluation questions

1. How many Seattle businesses will be affected and how?
2. How will business operations and workers' lives change?
3. How will the PSSLO work?
4. What will be the health, safety, and economic vitality impacts of the PSSLO?

# Policy and evaluation phases

Baseline	<i>Now</i>
Implementation	<i>Ordinance takes effect September 1, 2012</i>
Outcome	<i>Impact report to Council March 1, 2014</i>

# Baseline study elements

- Employer survey
- Interviews with employers and employees
- Analysis of confidential Employment Security Data (pending approval)

# Discussion of priorities

- Trade-off of depth versus breadth
  - Do some industries, types of business or types of workers merit particular attention?
- Difficulty tracking domestic violence and infectious disease impacts
- Other suggestions, questions, directions?

# Supplemental details on baseline study elements

# Analysis of ESD Data

- Employment Security Department collects information required to administer unemployment insurance
  - Contains total wages for each employee per quarter
  - We are applying for permission to use this data
- Will be useful for scope and effect questions
  - How many businesses seem to be affected by the ordinance, overall and within the size tiers?
  - Do Seattle employment patterns appear to change in response to the PSLO? (compared to other cities in region)

# Baseline Employer Survey

- Mail survey with phone follow-up
  - 300-500 respondents
  - Stratified by industry and number of employees
- Questions cover current benefits, current sick / safe leave policies, and awareness of Ordinance
- Draft survey instrument included in materials

# Employee and Employer interviews

- Semi-structured interviews with employers and employees
  - The same respondents will be interviewed at three points in summer (baseline), fall (implementation period) and 2013 (outcome period)
  - Interviews reveal expectations, opinions, processes, perceptions and complexity
- Participants chosen to represent different size firms in two or three key sectors
  - Potential sectors: retail, food service, manufacturing, health/social service
  - Oversampling of minority- or immigrant-owned businesses within one or two sectors
  - Employees will include union and non-union workers
- Topics for employer interviews
  - Attendance policies and management practices, in general and as related to health
  - Employee attendance practices, in general and as related to health
  - Recordkeeping and payroll processes prior to and after PSLO
- Topics for employee interviews
  - Individual and family decisions and resources for personal or family illness
  - Perceptions of employment process and consequences for taking leave

# Thank you

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