

Job Assistance Ordinance
SMC 14.17
First Year Implementation





Regulates the use of arrest and conviction records in employment decisions for jobs in Seattle





- Increase public safety and job assistance by reducing criminal recidivism
- Address inequities caused by racial disproportionality in the criminal justice system
- Provide a fair chance for employment to people who have paid their debts to society



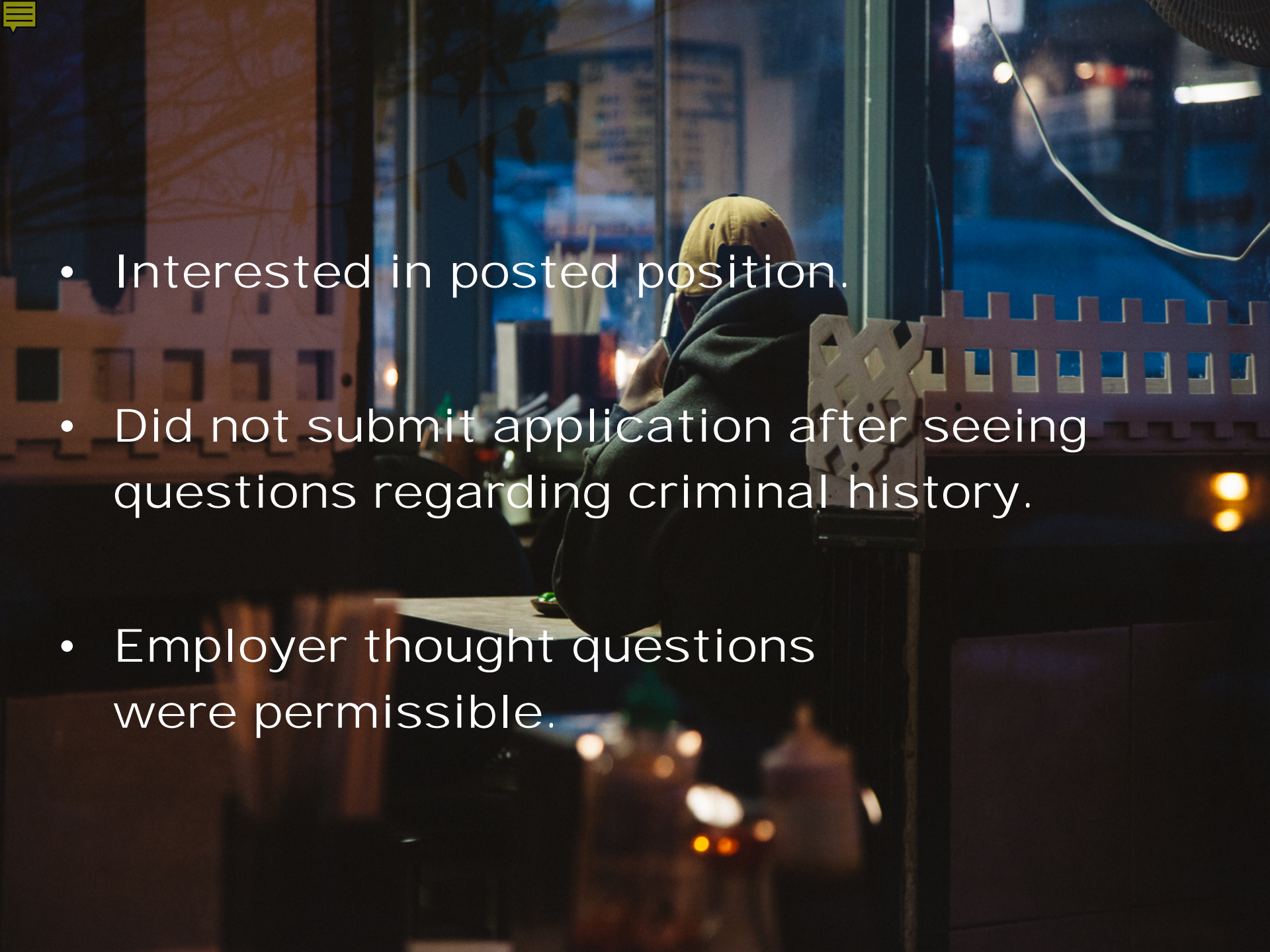
CASE STUDY #1

SITUATION

Criminal history questions
prevented person from
applying for job



- Interested in posted position.
- Did not submit application after seeing questions regarding criminal history.
- Employer thought questions were permissible.



RESULT

Notice of infraction

OUTREACH TO GENERAL PUBLIC



18

TRAININGS FOR COMMUNITY ADVOCATES



OUTREACH TO EMPLOYERS



- Technical assistance to 125+ employers.
- Met with 30 organizations for outreach / collaboration.
- 13 JAO presentations, including 2 workshops for nearly 200 participants.

SPECIAL PROJECTS



LABOR STANDARDS ADVISORY GROUP



LABOR STANDARDS RESEARCH



TECHNICAL ASSISTANCE
TO OTHER
JURISDICTIONS AND
GROUPS



CASE STUDY #2

SITUATION

Applicant denied
chance to explain
criminal history record



- Applied for position.
- Background check conducted and applicant was not hired.
- Employer did not provide notice of an adverse action and a chance to explain.

RESULT

Notice of infraction



ENFORCEMENT



56

EMPLOYEE
INQUIRIES



36

ENFORCEMENT
ACTIONS



1 1

DIRECTORS CHARGES



19

COMPLAINTS
CLOSED



\$18,500

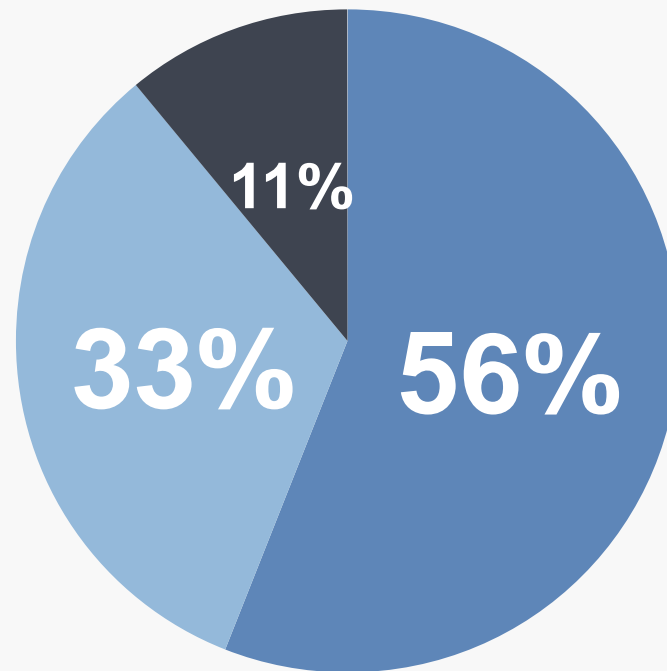
RECOVERED



DEMOGRAPHICS



GENDER



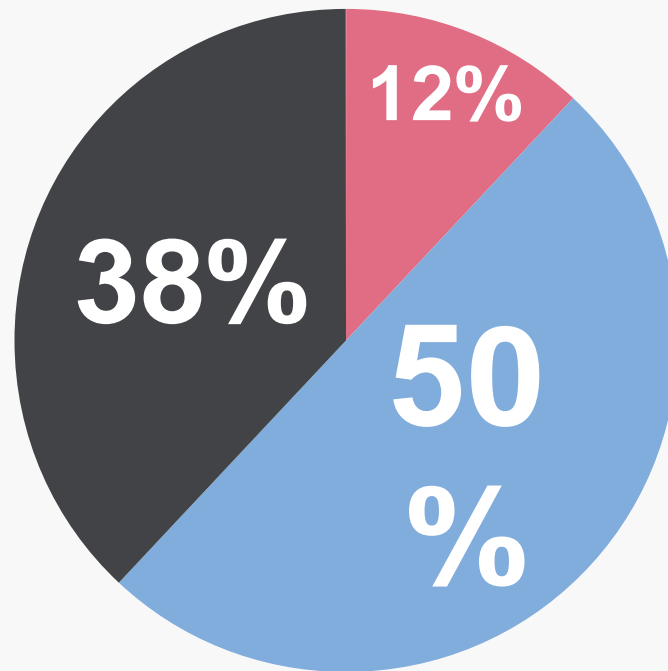
■ Male

■ Female

■ Two-Spirit



AGE



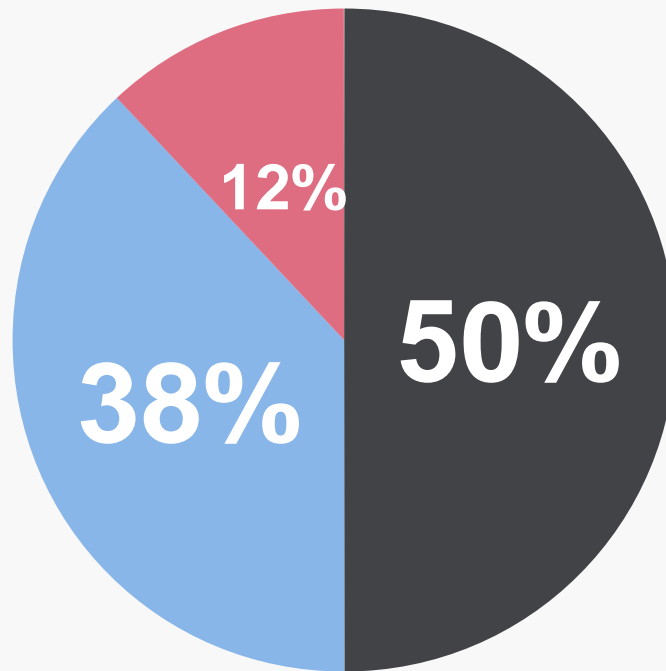
■ 18-25

■ 26-39

■ 40-54



RACE

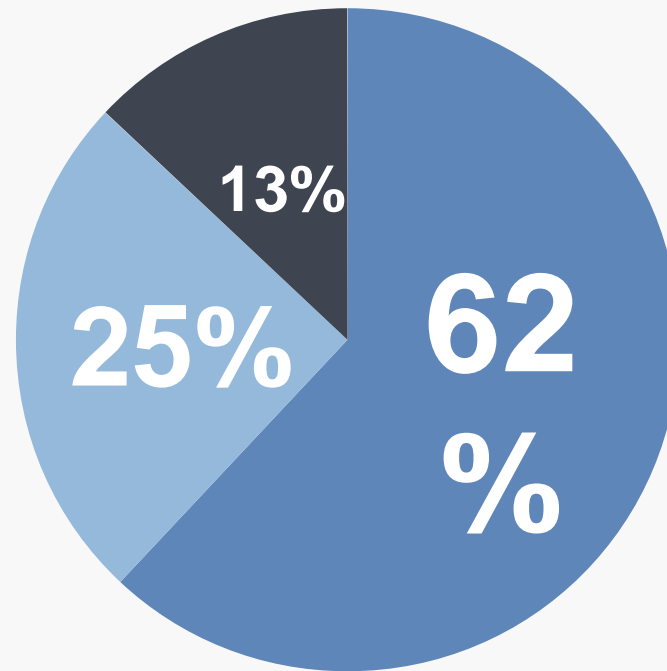


■ White

■ African-American

■ Hawaiian / Pacific Islander

HOUSING



■ Rent

■ Homeless / Transitional

■ Own



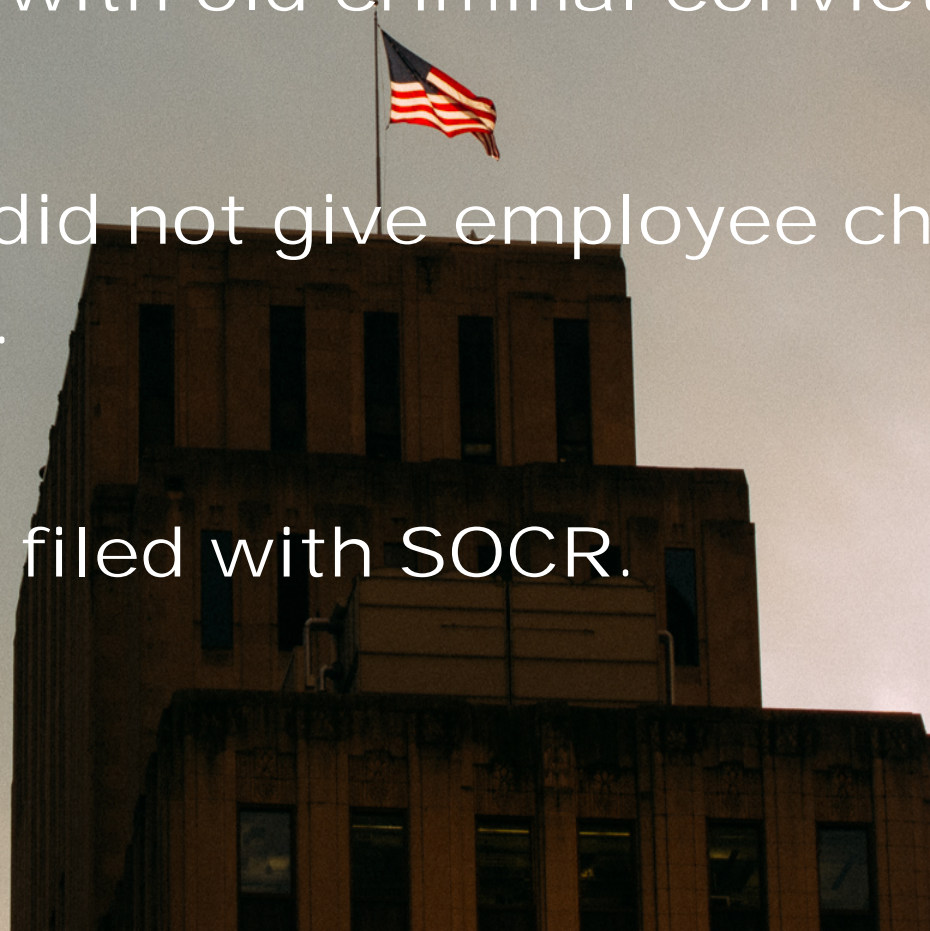
CASE STUDY #3

SITUATION

Long-time employee fired
without chance to explain
a 25-year old conviction



- Employee with old criminal conviction fired.
- Company did not give employee chance to explain.
- Complaint filed with SOCR.



RESULT

Settlement agreement
for \$18,000

NEXT

STEPS

The background of the image shows a panoramic view of the Seattle skyline, including the Smith Tower and other skyscrapers, under a cloudy sky. In the foreground, there is a lush green hillside with various trees and shrubs. The text is overlaid on this scene.

*** NEW ***
OFFICE OF
LABOR
STANDARDS



- Division director
- 2 outreach liaisons
- 2 investigators (2015)
- 2 investigators (2016)



PARTNERSHIP WITH COMMUNITY-BASED ORGANIZATIONS



- Expand outreach and intake referrals.
- Work with CBOs receiving grants to build relationships with communities.
- Use innovative intake methods.



I AM A
HUMAN BEING.



TARGETED OUTREACH



EMPLOYER ACCOUNTABILITY



- Increase formal charges filed
- Use more Director's charges
- Automatic "Notice of Infraction"
- Monitored settlement agreements
- Develop criteria for "directed investigations"



LABOR STANDARDS ADVISORY COMMISSION

THANK YOU

SEATTLE OFFICE FOR
 **CIVIL RIGHTS**

