

External Workforce Regulations: Minimum Wage and Paid Sick Leave

March 28, 2016



Minimum Wage

- Low threshold for applicability
- Phased-in approach
- Local variations:
 - SeaTac: Only applicable to hospitality and transportation workers
 - Tacoma: \$12/hr
 - Oregon: tiers based on population/geography

Paid Sick Leave

- Allocation based on number of hours worked per week
- Used for sickness, caring for sick family member
- Local variations:
 - Seattle: allocation based on total number of employees
 - Safe time: services related to domestic violence, harassment, sexual assault, etc.

State Initiative 1433

	2014	2015	2016	2017	2018	2019	2020
City of SeaTac	\$15						
City of Seattle	State wage	\$11	\$12	\$13	\$14	\$15	
City of Tacoma	State wage	State wage	\$10.35	\$11.15	\$12		
I-1433	State wage	State wage	State wage	\$11	\$11.50	\$12	\$13.50



2018: One hour sick leave per 40 hours worked

Potential Options

- Option 1: Adopt paid sick leave and/or minimum wage regulations via ordinance
- Option 2: Staff could begin outreach to businesses regarding paid sick leave and/or minimum wage regulations.
- Option 3 (Recommended): Suspend outreach and development efforts of paid sick leave and minimum wage regulations in consideration of Initiative 1433.

Impacts on the City

- \$15/hour minimum wage = ~ \$200,000 increase
- 'Extra Help' begin accruing paid sick leave

Questions?

