



Olympia/Tacoma Workers' Bill of Rights Summary Chart

Covered Employers: Employers of all sizes and industries – retail, hospitality, all local franchise owners, nonprofits, healthcare, and emergency services. Exemption: registered contractors per RCW 18.27.

Note: Similar requirements passed in the 2016 City of Seattle initiative apply to retail and hospitality only. The scope of covered employers in this initiative is unprecedented and will limit or even curtail services to vulnerable populations and disincentivize economic investment in these cities.

POLICY	DESCRIPTION
Fair Scheduling XXX.020	<ul style="list-style-type: none"> Large employers must provide 14-day advance notice of work schedules. Premium pay: 1 HR additional pay for shifts scheduled on short notice; 1.5 x hourly pay when shifts are less than 10 hours apart.
Access to additional Hours XXX.030	Large and medium employers must offer additional work hours to existing employees before hiring new staff or contractors.
Minimum Wage XXX.040 XXX.050	<p>Large employers - \$20/hour starting on the effective date</p> <p>Medium (phase-in over 3 years) - \$2/hour less than large employers; the gap decreases by \$1/year.</p> <p>Small (phase-in over 6 years) - \$3/hour lower than the large employer wage; the gap decreases by 50¢/year</p> <ul style="list-style-type: none"> Increases annually with inflation.
Workplace Safety Plans XXX.070	<p>Large employers must</p> <ul style="list-style-type: none"> Consult workers/unions to develop/update a workplace safety plan to protect workers and consumers in the event of violence or natural disasters Provide panic buttons for isolated or dangerous areas <p><i>Involving workers in workplace safety plan and providing panic buttons are already required by state law/rules**</i></p> <ul style="list-style-type: none"> Ensure safe staffing levels when in retail spaces >15,000 sq ft
Enforcement XXX.100	<ul style="list-style-type: none"> City rulemaking and enforcement with fines for \$500 per violation to \$1,000-\$5,000 for retaliation violations. Civil Action for any person/class to bring a civil suit in court

Employer Size Classification (xxx.110): Large Employer (> 500 at the aggregate) Medium 15 to 500
Small 15 or fewer

* Franchisees, regardless of their own employee count, are classified based on the total number of employees across the entire franchise network.

Civil Action inverts due process by placing the burden of proof on the accused employer - refer to Civil Action Inverts Due Process Brief.

** Safety committees/safety meetings WAC 296-800-130; Panic Button RCW 49.60.515