

Olympia's Proposition 1 Workplace Mandate Summary Chart

Scope of Coverage

- **Applies to all employers** – retail, hospitality, nonprofits, franchisees, healthcare, emergency services.
Exemption - registered contractors defined in RCW 18.27
 - Fair Scheduling: *Seattle/King County region's fair scheduling apply to retail and hospitality only.*
- **Impact:** Employers will limit or even curtail services to vulnerable populations and disincentivize economic investment within these cities; wage compression leading to rising costs for all in the region

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 + hour pay if notice is < 14 days; 1.5 pay if shifts are < 10 hours apart.
Access to Additional Hours XXX.030	Large and medium employers must offer extra hours to current part-time qualified employees before hiring new staff or contractors.
Minimum Wage XXX.040 XXX.050	Large employers - \$20/hour starting on the effective date Medium - \$2/hour less, phase-in over 3 years Small - \$3/hour less, phase-in over 6 year <ul style="list-style-type: none"> • Increases annually with inflation.
Workplace Safety Plans XXX.070	Large employers must <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 <i>Involving workers in workplace safety plan and providing panic buttons are already required by state law/rules**</i> <ul style="list-style-type: none"> • Maintain 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 (\$500 to \$1,000-\$5,000 for retaliation violations. • Civil Action (private right of action) for any person/class to bring a civil suit.

Employer Size Classification (xxx.110):

Large (> 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. Based on the initiative's language, some nonprofits with national affiliation may be a franchisee.*

Civil Action inverts due process by placing the burden of proof on the accused employer without requiring evidence from workers or attorneys. Most employers settle regardless of guilt to cut their losses.

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