

Proposition 1 – Not Right for Olympia

Olympia Together

The more you **KNOW**, the more you'll **VOTE NO** on Proposition 1

[Learn More](#)



Who?

What?

Prop 1 vs Seattle

What You Can Do?

- Learn
- Share
- Act

OlyTogether.com

Vote No!

Prop 1 Hurts more than helps

Prop 1 – Who?

- Proponents
 - Unions, 3 Olympia councilmembers, and their supporters
- Oppositions
 - 4 out of 7 Olympia councilmembers, including the Mayor and Mayor Pro-tem
 - Former Olympia Mayor, councilmembers, and City Manager
 - Thurston Chamber of Commerce
 - Many small businesses and concerned citizens

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the more you'll **VOTE NO** on Proposition 1

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Prop 1 – What?

- **Predictive Scheduling:** Requires 14-day notice; change = penalty pay (1 extra hour) and 1.5x pay for shifts <10 hours apart.
- **Access to Full-time Hours:** Forces employers to offer hours only to current staff before hiring.
- **Minimum Wage:** \$20/hour for large employer (franchisees included), phased-in for medium (>15) and small (<15) employers.
- **Workplace Safety Rules:** New mandates are vague and overlapping with existing state law.
- **Enforcement:** No city funding – relies on lawsuits (civil suit), making employers prove innocence through burdensome paper trails. Most employers settle to cut their losses regardless.

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Prop 1 and Seattle Comparison

Topic	Seattle Rules	Prop 1 (Olympia)
Industries Covered	Retail & Hospitality only	All industries (retail, restaurants, nonprofits, healthcare, city services, etc.)
Schedule Notice	14-day notice	14-day notice
Premium Pay	Extra pay only in limited cases	Penalty pay for any schedule change; 1.5x pay for shifts <10 hrs apart
Minimum Wage	Current citywide minimum	\$20/hr for large employers (franchisees included)
Enforcement	City agency enforcement	Private lawsuits — employers must prove innocence
Impact	Targeted, limited; Higher median income can absorb higher costs	Broad, costly, and risky <i>Thurston EDC 2024 Analysis – minimum wage should be 60% of medium wage which is \$16.80 or the cost will pass to consumers/job reductions</i> https://thurstonedc.com/oly-min-wage/

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Prop 1 Hurts more than helps

Prop 1 – How can you help?

Learn → **Share** → **Act**

- **Learn:** Visit www.OlyTogether.com for resources and fact sheets



- **Share:**
 - Spread the word with your family, employees, co-workers, and community organizations (social media, email, texts)
 - Connect us to present at your community organization

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Prop 1 – How can you help?

Learn → **Share** → **Act**

- **Act:**

- Donate to education campaign – voter mailers, printed materials, etc.
- Host a yard sign and place business cards at your business
- Carry business cards with Prop 1 facts



- **Contact:** OlympiaTogether@gmail.com; Text: 360-951-8609
for information

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