



SeaTac Good Jobs Initiative

What does it do? Who is covered? What are the next steps?

Thousands of workers in and around Sea-Tac Airport are vital to the airport economy— helping move 33 million passengers safely and securely through the airport every year, and serving millions more customers in area hotels, car rental and parking lot facilities. Most of the workers are paid poverty wages, have few (if any) benefits, and are not treated with respect. They are unable to meet basic family needs or plan for a future. Meanwhile, major airlines and other big businesses around the airport continue to make millions in profits.

What does the SeaTac Good Jobs Initiative do?

- **Ensures living wages for Sea-Tac Airport workers and related businesses.** Establishes a living wage of at least \$15/hour (approximately \$30,000/year for full-time work) for more than 6,000 low wage workers in the transportation and hospitality industries in the City of SeaTac.
- **Provides for paid sick leave.** Like Seattle’s successful paid sick leave law, the initiative requires that affected businesses in SeaTac provide at least 1 hour of paid sick time for every 40 hours worked.
- **Promotes full-time employment.** Many workers in and around the airport are stuck in part-time jobs, even while their employers hire additional staff. The initiative requires affected businesses in SeaTac that have hours of work available to offer those hours first to existing qualified part-time employees before hiring additional part-time employees or subcontractors.
- **Stabilizes the workforce and improves customer services.** Airlines and other businesses around the airport often change the companies they contract with. The initiative requires that contractors taking over for another business retain existing employees for at least 90 days, ensuring continuity of services for customers and greater stability for workers.
- **Stops employers from holding onto money that workers are owed.** The initiative requires hospitality employers to give 100% of the “service charges” and tips to the workers who are *actually* providing the services to customers.

Who is covered by the initiative?

- **More than 6,000 low-wage SeaTac workers.**
- **SeaTac transportation workers**, including baggage handlers, passenger services workers, cabin cleaners, aircraft fuelers, security staff in and around the airport. Also included are private car rental and parking lot services.
- **SeaTac hospitality workers**, including hotel workers, retail workers and food service workers who work within hotels or at the airport.
- **Small businesses are exempted from the initiative:** Retail stores with fewer than 10 workers, hotels with fewer than 30 workers, and other businesses with fewer than 25 workers are all exempt. Also exempt are free-standing restaurants or retail stores that are not part of hotels.

Now that signatures have been gathered, what is next for the SeaTac Good Jobs Initiative?

- **Signature verification.** Signatures will be verified by the King County elections department to confirm that the campaign has achieved the minimum threshold of 1,541 valid signatures of registered SeaTac voters.
- **SeaTac City Council hearing.** Once a sufficient number of signatures has been confirmed, the SeaTac City Clerk schedules the initiative for a public hearing before the SeaTac City Council. This is expected to be in July.
- **Council action.** The SeaTac City Council can either adopt the initiative as written, or place the initiative on the November 2013 ballot.