

RESOLUTION NO. M-2633

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OLYMPIA, WASHINGTON, ACKNOWLEDGING RECEIPT OF AN INITIATIVE PETITION TO ADOPT AN ORDINANCE TO ESTABLISH A WORKERS' BILL OF RIGHTS FOR LABOR STANDARDS CONCERNING WORK SCHEDULING, A MINIMUM WAGE IN THE CITY OF OLYMPIA, A SAFE WORKPLACE ENVIRONMENT, AND OTHER LABOR REGULATIONS, AND SENDING THE PROPOSED INITIATIVE ORDINANCE TO THE BALLOT FOR A VOTE BY THE PEOPLE ON NOVEMBER 4, 2025, AT THE GENERAL ELECTION**

**WHEREAS**, RCW 35A.11.100 and Olympia Municipal Code (OMC) Chapter 1.16 provide the legal authority to Olympia voters to directly initiate and enact legislation through the initiative process; and

**WHEREAS**, upon meeting the minimum standards for registered voters needed to sign a petition for initiative in RCW 35A.11.100 which shall be fifteen (15) percent of the total number of names of persons listed as registered voters within the city on the day of the last preceding city general election; and

**WHEREAS**, an initiative petition for submission to the Olympia City Council to adopt an Ordinance Concerning Labor Standards for Certain Employees was signed by registered voters and filed with the Olympia City Clerk on June 24, 2025, with additional petition signatures filed with the City Clerk on June 30, 2025; and

**WHEREAS**, the City Clerk scanned each signature petition filed with the City of Olympia, and subsequently submitted the petition signatures for review and verification to the Elections Division of the Thurston County Auditor to ascertain whether such initiative petition had secured the requisite number of valid signatures of registered voters within the City of Olympia; and

**WHEREAS**, on July 14, 2025, Mary Hall, Thurston County Auditor, issued a Certificate of Sufficiency, declaring the initiative had secured 5,796 verified signatures of registered City of Olympia voters, and that this number was in excess of fifteen percent (15%) of the total number of registered voters (38,591) in the City of Olympia on the day of the last preceding city general election; and

**WHEREAS**, RCW 35.17.260 requires that the Olympia City Council must either pass the proposed initiative petition ordinance without alteration within twenty (20) days after the county auditor's certificate of sufficiency is received by the city, or cause to be called a special election to be held on the next election date, as set forth in RCW 29A.04.330, provided that the resolution deadline for that election has not passed, for submission of the proposed ordinance without alteration, to a vote of the people unless a general election will occur within ninety (90) days, in which event submission must be made on the general election ballot; and

**WHEREAS**, on July 17, 2025, the Olympia City Council held a special study session to investigate, review, learn, and explore issues raised in the proposed Workers' Bill of Rights initiative ordinance to establish labor standards concerning work scheduling, a minimum wage in the City of Olympia, a safe workplace environment, and other labor regulations; and

**WHEREAS,** the Olympia City Council was unable to fully and fairly investigate, study, reflect, deliberate and secure public engagement and dialogue into the complex issues presented by the initiative petition ordinance due to time constraints and statutory requirements; and

**WHEREAS,** state law requires that the Olympia City Council must either pass the proposed initiative ordinance without alteration or submit the proposed initiative ordinance to an election of the registered voters of the City of Olympia;

**NOW, THEREFORE, THE OLYMPIA CITY COUNCIL DOES HEREBY RESOLVE** as follows:

**SECTION 1. Calling of Election.** The City Council directs the submission of an initiative ballot measure to the voters of the City of Olympia as set forth in the initiative petition's proposed Ordinance Concerning Labor Standards for Certain Employees without alteration as required by RCW 35.17.260.

**SECTION 2. Ballot Initiative.** The City Clerk is authorized and directed to certify no later than July 25, 2025 to the Thurston County Auditor, as ex officio supervisor of elections in the City of Olympia, a copy of this Resolution and the initiative proposition to be submitted at that election in the form of ballot title prepared by the City Attorney pursuant to RCW 29A.36.071, as follows:

**CITY OF OLYMPIA  
PROPOSITION NO. 1**

The Olympia City Council passed Resolution No. \_\_\_\_\_ concerning an initiative to the voters.

Shall the Olympia Municipal Code be amended to add a new chapter titled an "Ordinance Concerning Labor Standards for Certain Employees" to establish labor standards for work scheduling, a minimum wage, a safe workplace environment, and other labor regulations.

Should this initiative ordinance be approved?

YES ☐  
NO ☐

For the purposes of receiving notice of any matters related to the ballot title, as provided in RCW 29A.36.080, the City Council hereby designates its City Attorney as the person to whom such notice shall be provided.

**SECTION 3. General Authorization.** The proper City officials are authorized to perform such duties as are necessary or required by law to the end that the initiative ballot measure of a proposed Ordinance Concerning Labor Standards for Certain Employees is submitted to the City's voters without alteration.

**SECTION 4. Authorization for Publication and Distribution of Local Voters' Pamphlet.** In accord with RCW 29A.32.210, the Olympia City Council authorizes the publication and distribution by the Thurston County Auditor of a Local Voters' Pamphlet for the foregoing initiative ballot measure at an election to be conducted on November 4, 2025.

**SECTION 5. Severability.** If any provision of this Resolution is declared by any court of competent jurisdiction to be invalid, then such provision shall be null and void and shall be severable from the remaining provisions of this Resolution and shall in no way affect the validity of the other provisions of this Resolution.

**SECTION 6. Effective Date.** This Resolution shall take effect and be in full force immediately upon passage as provided by law.

**SECTION 7. Ratification.** Any action taken consistent with the authority of this Resolution after its passage but prior to the effective date, is ratified, approved and confirmed.

**PASSED BY THE OLYMPIA CITY COUNCIL** this 22nd day of July 2025.

  
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MAYOR

ATTEST:

Sean Krier  
CITY CLERK

APPROVED AS TO FORM:

Mark Barber  
CITY ATTORNEY