

# Proposition No. 1: Citizen Initiative Referred to Nov. 2025 Election Ballot

Approval of a Resolution Opposing Local Initiative Proposition No. 1 Concerning an Initiative to Amend the Olympia Municipal Code to Add a New Chapter for Labor Standards for Certain Employees for Work Scheduling, A Minimum Wage, a Safe Workplace Environment, and other Labor Regulations

City Council Meeting

October 7, 2025

Presenter: Stacey Ray, Assistant City Manager



# Tonight's Agenda

## **Agenda Item Purpose:**

City Council to consider and take formal action on a resolution opposing local initiative Proposition No. 1.

## **Agenda:**

- Proposition 1: Citizen Initiative Fair Wages, Fair Schedules
- Public Hearing
- Council Action on a Resolution



# Explanatory Statement

Proposition 1 is a citizen initiative. This initiative proposes to enact an ordinance to add a new chapter in the Olympia Municipal Code.

The ordinance would establish labor standards relating to work scheduling, shift notification, time between work shifts, a minimum wage, a safe workplace environment, notice and posting of rights, prohibiting retaliation, and providing for enforcement, fines, and administrative rulemaking.



# Proposition No. 1: Citizen Initiative

- Giving workers the right to fair scheduling so they can plan their lives and family budgets.
  - Part-Time Employees Shall Have Fair Access to Additional Hours.
  - Large Employers Shall Pay Minimum Wages Comparable to Other Puget Sound Cities.
  - Medium and Small Employers Shall Have a Multiyear Phase-In Period.
  - Coverage and Employer Classifications.
  - Protecting workers through safety planning and precautions.
  - Retaliation Prohibited.
  - Noticing and Posting.
  - Enforcement.
  - Definitions.
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# City Council Action

Approval of a Resolution Opposing Local Initiative Proposition No. 1 Concerning an Initiative to Amend the Olympia Municipal Code to Add a New Chapter for Labor Standards for Certain Employees for Work Scheduling, A Minimum Wage, a Safe Workplace Environment, and other Labor Regulations

## Options:

1. Approve the Resolution opposing local initiative Proposition No. 1 that would amend the Olympia Municipal Code to add a new chapter titled an "Ordinance Concerning Labor Standards for Certain Employees."
2. Direct staff to modify the wording of the Resolution.
3. Do not approve the Resolution.

