

RESOLUTION NO. M-2652

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OLYMPIA, WASHINGTON, OPPOSING THE PASSAGE OF LOCAL INITIATIVE PROPOSITION NO. 1 CONCERNING AN INITIATIVE TO OLYMPIA’S VOTERS TO AMEND THE OLYMPIA MUNICIPAL CODE TO ADD A NEW CHAPTER CONCERNING LABOR STANDARDS FOR CERTAIN EMPLOYEES FOR WORK SCHEDULING, A MINIMUM WAGE, A SAFE WORKPLACE ENVIRONMENT, AND OTHER LABOR REGULATIONS**

**WHEREAS**, local initiative Proposition No. 1 concerning an initiative to amend the Olympia Municipal Code to add a new chapter concerning labor standards for certain employees for work scheduling, a minimum wage, a safe workplace environment, and other labor regulations will appear before Olympia’s voters at the General Election on Tuesday, November 4, 2025; and

**WHEREAS**, this local initiative measure, if approved by Olympia’s voters, would not establish a single minimum wage for all employees working in the City of Olympia, but instead would place employees into three categories depending on the number of employees employed by specific definitions of large, medium, or small employers, and these categories of employees would have different minimum wages to be phased in over a period of years; and

**WHEREAS**, initiative Proposition No. 1 would set specific standards for shift work notification, and impose penalties and fines on employers in the City of Olympia without regard to employers engaged in providing emergency medical services such as hospitals, health care, assisted living or nursing care, or public service workers including fire and emergency medical services, public works or other essential public services on an emergency basis or for critical needs; and

**WHEREAS**, local initiative Proposition No. 1, if approved, would impose considerable costs upon the City of Olympia to expand, hire, and retain staff to implement the requirements of the proposed new chapter concerning labor standards for certain employees within the City of Olympia. These costs would be required at a time when the City’s budget is under considerable strain to provide essential municipal services, including public safety; and

**WHEREAS**, the Olympia City Council held a special study session on July 17, 2025, to investigate, review, learn, and explore issues raised in the proposed Workers’ Bill of Rights initiative ordinance now known as Proposition No. 1; and

**WHEREAS**, in Resolution No. M-2633 the Olympia City Council acknowledged it “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” presented by initiative Proposition No. 1, and state law required the City of Olympia to either pass the proposed ordinance without alteration or submit it to an election by the registered voters of the City of Olympia; and

**WHEREAS**, the serious issues and impacts presented in initiative Proposition No. 1 should be thoroughly and carefully reviewed and public engagement should be sought before implementation of an ordinance to fairly impose a minimum wage and provide standards for work scheduling that would not impair public safety for emergency medical services or other essential public works services or critical care needs; and

**WHEREAS**, RCW 42.17A. 555(1) authorizes the City Council to take action to express a collective decision, or to actually vote upon a motion, proposal, or ordinance, or to support or oppose a ballot measure so long as (a) the agenda item includes the title and number of the ballot proposition, and (b) members of the public and councilmembers are afforded an approximately equal opportunity to express an opposing view; and

**WHEREAS**, consistent with RCW 42.17A.555(1), the Olympia City Council considered local initiative Proposition No. 1 at its October 7, 2025, regular business meeting, and during said meeting, the City Council afforded members of the public and Council an approximately equal opportunity for expression of a supporting or opposing view on local initiative Proposition No. 1;

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

1. **Statement in Opposition to Local Initiative Proposition No. 1.** The Olympia City Council hereby expresses its opposition to local initiative Proposition No. 1, a measure seeking to amend the Olympia Municipal Code to add a new chapter concerning labor standards for certain employees for work scheduling, a minimum wage, a safe workplace environment, and other labor regulations at the November 4, 2025 General Election.
2. This Resolution shall take effect and be in full force immediately upon passage by the Olympia City Council.

**PASSED BY THE OLYMPIA CITY COUNCIL** this 7th day of October 2025.

  
MAYOR

ATTEST:

Sean Keier  
CITY CLERK

APPROVED AS TO FORM:

Mark Barber  
CITY ATTORNEY