

Workers' Affordability & Protections



In 2026, the Olympia City Council committed to continuing research and a community dialogue on workers' affordability and protections. The findings will inform whether Council considers future action.

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Background

In 2024, the City Council Finance Committee began a discussion on addressing minimum wage, predictive scheduling and workplace safety. In late 2024, Council received a significant amount of community input on an initial draft scope and timeline. Subsequently, Council directed staff to slow the process and move forward with only scoping and research in 2025.

The process was paused in early mid-2025 when a citizen-led initiative was placed on the November election ballot. Proposition 1 failed; however, Council directed staff to continue with research and public engagement on workers' affordability and protections in 2026 for possible Council action.

Proposed Approach & Timeline

Phase 1: Defining the Problem (July - September 2026)

- Research & data gathering
- Stakeholder listening sessions

City Council Study Session (September 2026) – Review early findings and refine the project scope and engagement process for Phase 2.

Phase 2: Engagement (October - December 2026)

- Additional research
- Stakeholder listening sessions

Phase 3: Council Consideration (January - March 2027)