Item No.<u>8a\_supp</u>

Meeting Date: February 26, 2019

# Commission Presentation February 26, 2019











**Career Support and Advancement Initiative** 



### Career Support and Advancement Center

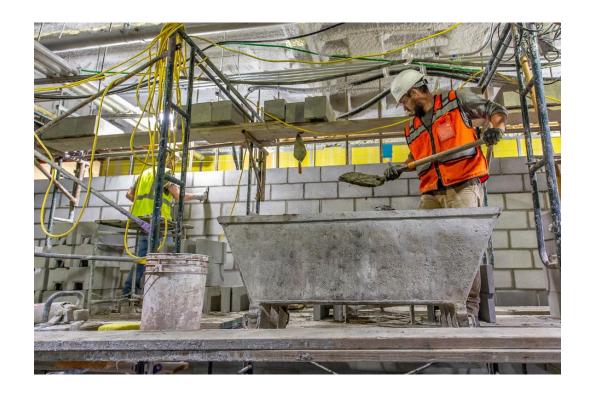
- Requesting Commission authorization to advertise and execute a contract to operate the Career Support and Advancement Center at Seattle-Tacoma International Airport
  - Educate and assist employers and workers about labor and employment laws including SeaTac Ordinance 13-1020
- Contract not to exceed \$531,000
  - Funded by Port property tax levy

### Unique Employment Standards within City of SeaTac

- The passage of the City of SeaTac Ordinance 13-1020 (Prop 1) created a network of benefits and rights unique to the City of SeaTac and different from state statute.
- Ordinance 13-1020 adds to an Increasing "patchwork of regulations" that make it confusing for employers to administer labor standards across jurisdictions
  - 4 new federal laws, 2 new states laws, and a City of SeaTac minimum wage increase have taken effect since December 1, 2018
- The lack of understanding of employment rights and responsibilities under the new ordinance has led to an increase in grievances.
  - This pilot program will be designed to help mitigate some of the complaints from Prop-1-impacted workers and employers concerning wage and other employment compliance

### **Employee and Employer Challenges**

- There are thousands of employees working at the airport on shifts covering all hours of the day
  - Employees with language barriers may have difficulty understanding their rights and responsibilities
- New and smaller Airport tenants may also struggle to understand and comply with changing employment laws



### Sea-Tac Career Support and Advancement Initiative

- Purpose: To educate and assist workers and employers at Sea-Tac International Airport about labor and employment laws
- Timeline: Pilot to run 2-years, starting in 4<sup>th</sup> quarter of 2019
- Services offered:
  - Employment resource center to provide outreach, educate, and training for employers and employees at Sea-Tac International Airport
  - Walk-in, telephone and online employment assistance services for employees

#### Pilot evaluation metrics:

- # employers served
- # employees helped
- # orientation sessions provided
- # of issues resolved

### Four Scope of Work Elements

#### **Outreach and Education**

- Outreach and education to employees promoting awareness of employment rights
- Targeted education and outreach to employers promoting awareness of employment law

#### **Training and Curriculum Development**

- Develop employment law training focused on SeaTac Municipal Code 7.45 and other employment law for employees and employers
- Develop "know your rights" health and safety training for employees

#### **Employment Assistance**

- "Walk-in" employment assistance
- Focus on user language, technology, and cultural, and other needs
- Consider offering virtual assistance options

#### **Community Collaboration**

- Focus on working with new managers and tenants at Sea-Tac
- Collaboratively work with community organizations and labor unions

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## **Employer Outreach & Input**

- Staff organized two forums about the Career Support and Advancement Center for Employers
- Nine employers attended one forum the 2<sup>nd</sup> forum was cancelled due to lack of attendance
  - Employers attending forum agreed that laws are complex
  - Employers felt service would be helpful (a resource for HR Departments/professionals)
  - Employers wondered how service would be coordinated with Airport Employment office operated by PortJobs
- All airport employers received information about the CSAC

# Implementation Timeline

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept./ Oct.
Employer Outreach									
Finalize Scope of Services									
Request Commission Authorization									
Issue RFP									
Select Preferred Service Vendor									
Service Starts									