

Commission Presentation February 26, 2019

Item No. 8a_supp _____
Meeting Date: 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 4th 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

1

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

2

Employment Assistance

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

3

Community Collaboration

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

4

Employer Outreach & Input

- Staff organized two forums about the Career Support and Advancement Center for Employers
- Nine employers attended one forum – the 2nd 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	Active	Active							
Finalize Scope of Services		Active	Active						
Request Commission Authorization			Active	Active					
Issue RFP					Active	Active	Active	Active	
Select Preferred Service Vendor								Active	Active
Service Starts									Active

Center to begin service by 4th Quarter of 2019.