



## Seattle Office for Civil Rights

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### Chapter 40 Rules Changes Proposed for City of Seattle Civil Rights Ordinances

#### Office for Civil Rights invites public comments until June 25

The Seattle Office for Civil Rights (SOCR) has proposed revisions to the Administrative Rules for Chapter 40: Practice and Procedure in Civil Rights Ordinances. The changes are designed to align SOCR's standards and procedures to conduct investigations of both civil rights and labor standards cases.

Members of the public have until Thursday, June 25 to comment on the proposed rules. The full text of the proposed Rules is available at <http://www.seattle.gov/civilrights/about-socr/rules-and-ordinances/chapter-40>. Please send comments to [OCR\\_laborstandards@seattle.gov](mailto:OCR_laborstandards@seattle.gov) or in writing to:

Seattle Office for Civil Rights  
810 Third Ave., Suite 750  
Seattle, WA 98104-1627  
Attn: Chapter 40 Rule Comment

You can also comment by calling 206-684-4500.

Chapter 40 describes how SOCR conducts civil rights investigations (SMC [14.04](#), [14.06](#), [14.08](#) and [14.10](#)) and labor standards investigations (SMC [14.16](#), [14.17](#), [14.19](#) and [14.20](#)). The proposed changes are intended to clarify the standards and procedures SOCR uses for civil rights and labor standards laws.

The changes propose:

- Incorporating Minimum Wage and Administrative Wage Theft ordinances (SMC Chapters 14.19 and 14.20), as well as Office of Labor Standards and Division Director, throughout the Rules;
- Adding definitions for the Office of Labor Standards Commission, Division, and Division Director to 40-015;

- Amending SHRR 40-125(3) to distinguish the outcome if a party withdraws with benefits versus without benefits;
- Adding Respondents' premises, inspection of documents, and interviews of witnesses regarding Respondents' premises to the scope of an investigation in SHRR 40-225 and 40-235;
- Amending the response period for Respondents to requests by SOCR from 20 to 10 days in SHRR 40-235;
- Adding new language (SHRR 40-245) to explain the consequences if a Respondent fails to respond to a charge within the allotted time;
- Adding new language (SHRR 40-250) to provide confidentiality to witnesses;
- Adding new language (SHRR 40-365(5)) to provide a reconsideration process after minimum wage and administrative wage theft investigations;
- Adjusting the interest rate on all back wages and out of pocket expenses to 12% per annum, computed monthly; and
- Adding a remedy for retroactive compliance with the Paid Sick and Safe Time Ordinance.

For more information about the Seattle Office for Civil Rights, visit <http://www.seattle.gov/civilrights/> or call 206-684-4500.

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