



Seattle Office of Labor Standards

Office of Labor Standards' commitment to immigrants and refugees, and more

In this edition of the OLS newsletter you will find:
OLS' commitment to Immigrants and Refugees
Business Outreach and Education Fund Request for Proposals Update

Seattle Office of Labor Standards - Our Commitment to Immigrant and Refugee Communities

OLS Protects Refugee and Immigrant Rights

The Seattle Office of Labor Standards (OLS) is committed to serving all of Seattle's workers and businesses to advance labor standards in the City of Seattle. Wage theft among immigrant and refugee workers is widespread and largely unreported. OLS offers free services to all people regardless of their immigration status. These services include investigating potential violations of labor standards, conducting outreach to workers and businesses, and providing resources and referrals.

Important information for Seattle's immigrant and refugee communities:

- OLS will never ask about immigration status, and does not require immigration status documentation.
- OLS offers free language interpretation and translations.
- OLS is a department within the City of Seattle, is separate from, and does not share information with, the federal government.

Seattle is a Welcoming City because we believe in inclusion and equity. City employees do not ask about citizenship status and serve all residents regardless of immigration status. Immigrants and refugees are welcome here.

OLS Protects Worker Rights

Regardless of where you live, if you **work** in Seattle, **your labor standards rights include:**

- The right to earn at least the Seattle minimum wage;
- The right to be paid for every hour that you work;
- The right to paid sick time if you or your family member is sick and you cannot go to work;

- The right to report to OLS if you believe your employer has violated your rights; and
- The right to keep your name and information private if you report to OLS or participate in an investigation.

OLS Protects Workers from Retaliation

Seattle laws protect workers who report labor standards violations from retaliation. **It is illegal for an employer to retaliate against a worker in the following ways:**

- Informing or threatening to inform immigration authorities that a worker or a worker's family member is undocumented;
- Filing a false report with a government agency; and
- Terminating or demoting a worker.

While OLS cannot guarantee that a worker will not experience retaliation for contacting us with a labor standards complaint, we do enforce penalties on employers who retaliate against employees. **If you feel like you have experienced retaliation or a labor standards violation, or if you have questions about your rights, contact OLS at: 206-256-5297, workers.laborstandards@seattle.gov, or <http://www.seattle.gov/laborstandards/contact#workers>.**

If you are a business with questions about labor standards compliance, contact OLS at: 206-256-5297 or business.laborstandards@seattle.gov.

OLS also contracts with [community](#) and [business](#) organizations to provide outreach and assistance with labor standards. If you do not feel comfortable contacting OLS directly, you can contact one of our partners with questions about your rights or obligations.

Additional Resources

For employees and businesses preparing for an immigration enforcement action at a workplace:

- [What to Do If Immigration Comes to your Workplace](#) (available in English, Spanish, Thai, Korean, and Chinese), produced by the National Immigration Law Center and National Employment Law Project; and
- [Guidance Concerning Immigration Enforcement](#), produced by the Attorney General of Washington.

For DACA recipients

- City of Seattle Office of Immigrant and Refugee Affairs' [DACA webpage](#), which includes basic information and free DACA assistance events that the City's community partners are organizing in and around Seattle.
- Northwest Immigrant Rights Project [DACA resource page](#); and
- National organization Here to Stay [helpful link page](#), including mental health care advice.
- The Seattle-King County Immigrant Legal Defense Network provides [free legal services](#). You must be low-income and work in the city of Seattle, or live in King County to qualify.

(Two of the groups providing legal services are part of the OLS Community Outreach and Education Fund)

This document is in the process of being translated and can be found on the OLS [website](#). If you have questions about Seattle's labor standards and your rights, please contact OLS at workers.laborstandards@seattle.gov, or call 206-256-5297.

OLS \$1.4 million Business Outreach and Education Fund Request for Proposals Update



(BOEF Request for Proposals workshop, Van Asselt Community Center)

Ten applicants met the deadline to submit written proposals or request an oral presentation for a \$1.4 million Business Outreach and Education Fund (BOEF) Request for Proposals (RFP). The applicants are primarily made up of community and businesses organizations. The RFP will facilitate outreach, education and compliance assistance to small businesses operating in Seattle.

A panel will review applications and listen to presentations beginning next week. For more information please contact Darius Foster, OLS Business Liaison, at 206-386-1238.



The Office of Labor Standards will be closed on November 23th-24th in observance of the Thanksgiving holiday. We hope you have a relaxing time with family and friends.

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