

**WHAT IS SEATAC PROPOSITION 1?**

SeaTac Prop. 1 gives travel & hospitality workers a fair living wage & other protections at work. Workers at SEA Airport & in the City of SeaTac organized for a minimum of \$15/hour – the “Fight for 15”. They put the Good Jobs Initiative on the ballot. In 2013, SeaTac voters approved this initiative (Prop. 1), making the workers’ demands law! In 2015, the Washington State Supreme Court ruled that this law applies to SEA Airport workers.

**WHICH WORKERS ARE COVERED UNDER PROP 1?**

**HOSPITALITY WORKERS** *If you work for...*

A **Hotel** that has:

- 100 rooms or more
- 30 or more non-managerial workers

A **Food Service/Retail** company within a hotel, public facility, corporate cafeteria, conference facility or meeting facility that has:

- 10 or more non-managerial workers

*Does not include jobs preparing food served on airplanes.*

**TRANSPORTATION WORKERS** *If you work for...*

A **Transportation Employer** that has:

- 100 or more cars, shuttles, vans
- 100 or more parking spaces
- 25 or more non-managerial workers

*Does not include people employed by the airline providing services to the airline.*

*Examples of Transportation Jobs covered:*

- **customer service** (curbside check in, customer service inside the airport)
- **baggage services** (baggage handling, rental luggage cart, wheelchair escort, cargo handling)
- **airplane cleaning services** (aircraft interior and exterior cleaning, ground support equipment cleaning, airplane water/bathroom services)
- **other airplane services** (fueling, ground transportation)
- **general janitorial services** (custodial services, facility maintenance)
- **security services**

**WHAT RIGHTS DOES PROP 1 GIVE WORKERS?**

**Higher Minimum Wage**

- Workers first organized for a \$15 minimum wage, and it goes up every year.
- **In 2020, the minimum you can get paid is \$16.34 per hour.**

**Paid Sick & Safe Time**

- Provides up to 6.5 days of paid sick and safe leave for full-time airport employees
- Accrue 1 hour for every 40 hours you work
- Get paid your normal rate when you take time off
- At the end of the year, you get paid for the time you have earned but not used.

**Fair Tipping Practices**

- Tips and service charges must be given to the employees who perform the actual services, including:
  - 1) tips collected for banquets or catered meetings
  - 2) room service tips
  - 3) portorage (help carrying bags) tips

**Access to Stable, Well-Paid Jobs**

- **Additional Hours Preference & Promoting Full-Time Opportunities:** Requires employers to give additional hours to part-time workers to before hiring new part-time workers or contractors.
- **Worker Retention/Rehiring Preference:** In some situations, requires employers to first offer jobs to workers who have worked at SEA Airport doing similar jobs before hiring new employees.

**Protection from Retaliation**

- Employers are not allowed to take action against a worker for using the rights Prop 1 gives them.

**MORE INFORMATION, FREE TRAININGS, AND RESOURCES:** [www.fairworkcenter.org/know-your-rights/sea-airport](http://www.fairworkcenter.org/know-your-rights/sea-airport)